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RAILROAD LABOR ARBITRATIONS

REPORT

OF THE

UNITED STATES BOARD OF MEDIATION AND CONCILIATION ON
THE EFFECTS OF ARBITRATION PROCEEDINGS UPON
RATES OF PAY AND WORKING CONDITIONS
OF RAILROAD EMPLOYEES

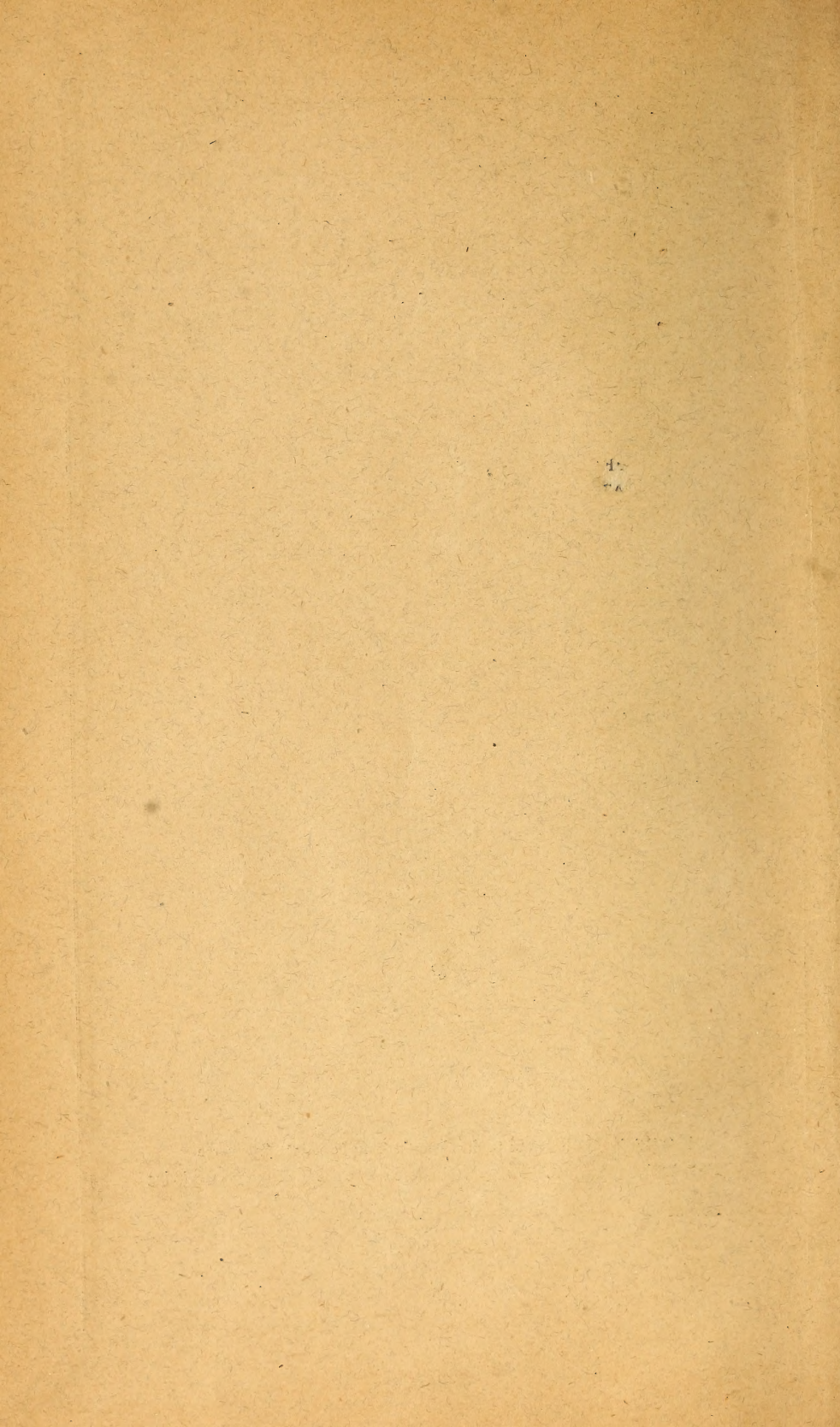


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MAY 15, 1916.—Referred to the Committee on Interstate Commerce
MAY 25, 1916.—Committee discharged, and referred to the Committee on Printing

WASHINGTON
GOVERNMENT PRINTING OFFICE
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UNITED STATES BOARD OF MEDIATION AND CONCILIATION ON
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OF RAILROAD EMPLOYEES

PREPARED UNDER THE DIRECTION OF THE BOARD

By

W. JETT LAUCK



MAY 15, 1916.—Referred to the Committee on Interstate Commerce
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REPORTED BY MR. FLETCHER.

IN THE SENATE OF THE UNITED STATES,
July 7 (calendar day, July 10), 1916.

Resolved, That the report submitted by the United States Board of Mediation and Conciliation on May 15, 1916, on "The Effects of Arbitration Proceedings upon Rates of Pay and Working Conditions of Railroad Employees," in response to Senate resolution No. 181, adopted May 3, 1916, be printed as a Senate document.

Attest:

JAMES M. BAKER, *Secretary.*

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SEP 29 1916

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LETTER OF TRANSMITTAL.

UNITED STATES BOARD OF MEDIATION AND CONCILIATION,
Washington, May 12, 1916.

SIR: I have the honor to transmit herewith a report of the United States Board of Mediation and Conciliation on the effects of arbitration proceedings upon the rates of pay and working conditions of railroad employees, as directed by resolution of the Senate of May 3, 1916, which reads as follows:

Resolved, That the United States Board of Mediation and Conciliation be and is hereby directed to furnish for the use of the Senate a report upon wages and working conditions of railroad employees as affected by arbitrations under the act of Congress approved June first, eighteen hundred and ninety-eight, entitled "An act concerning carriers engaged in interstate commerce and their employees," and the act of Congress, approved July fifteenth, nineteen hundred and thirteen, entitled "An act providing for mediation, conciliation, and arbitration in controversies between certain employers and their employees."

Respectfully,

W. L. CHAMBERS,

United States Commissioner of Mediation and Conciliation.

HON. THOMAS R. MARSHALL,
President of the Senate.

RAILROAD LABOR ARBITRATIONS.

I.

INTRODUCTION.

SCOPE AND METHOD OF STUDY.

In the following pages a study has been made of the effects of arbitration proceedings upon the rates of pay and working conditions of railway employees. The scope of the study includes all arbitration proceedings held under the provisions of the Federal law.¹ To the analysis of these arbitration proceedings has also been added a review of four other cases—the arbitration in 1911 between the Youngstown & Ohio River Railroad and its employees, the arbitration in 1912 between locomotive engineers and 52 railroads of the East, the arbitration in 1912 between the Georgia Railroad and its conductors and trainmen, and the arbitration in 1913 between the Norfolk & Western Railroad and its maintenance of way employees. Altogether the results of 25 formal arbitration proceedings, covering the period 1898–1915, have been analyzed.

The general method pursued has been to compare rates of pay and working conditions prior and subsequent to the awards of arbitration boards, with the object in view of ascertaining changes in rates of pay and working rules which were the outcome of the arbitration proceedings. The presentation of the results of such comparative analyses have been made under the following general heads for each arbitration case: .

- (1) History of case.
- (2) Articles of arbitration agreement.
- (3) Testimony and argument of employees.
- (4) Testimony and argument of the railroads.
- (5) Comparison of the requests of employees with the award of the arbitration board.
- (6) The application of the award of the board to railroad operating conditions.
- (7) Changes in rates of pay and working conditions by individual railroads as the result of the arbitration award.

ASSISTANCE RECEIVED.

The cooperation of the executive officers of the railroad labor organizations and of the general managers of the railroad companies has been fully extended to the board in the course of the work. Without this assistance successful results would have been impossible.

¹ See Appendix A.

HISTORY OF MEDIATION AND ARBITRATION LEGISLATION.

THE ACT OF 1888.

The first law dealing with the adjustment of controversies between transportation companies and their employees was approved October 1, 1888. It provided for voluntary arbitration and substantially for compulsory investigation. The law of 1888 provided that in the event of controversy either side might propose in writing to submit the differences to arbitration; and if the other party to the controversy should accept the proposition each side should then appoint one arbitrator and these two should select a third. The three persons thus selected were created a board of arbitration.

The board of arbitration was given all the power of administering oaths, subpoenaing witnesses, requiring the production of papers, etc., that belong "to the United States commissioners appointed by the circuit court of the United States."

The act of 1888 provided that upon the conclusion of its investigation the decision of the board of arbitration should be publicly announced and a copy of it filed with the Commissioner of Labor of the United States. No provision of any kind was made for enforcing any award of the board, and the act evidently relied on the force of public opinion to make effective the decision of the arbitrators. In this respect the act of 1888 is similar to the Canadian act.

The act of 1888 provided also that the President might select two commissioners who, together with the United States Commissioner of Labor, should "constitute a temporary commission for the purpose of examining the causes of the controversy, the conditions accompanying, and the best means for adjusting it." The report of the commission was to be transmitted to the President and to the Congress. The services of such commission might be tendered by the President for the purpose of settling a controversy "either upon his own motion or upon the application of one of the parties to the controversy or upon the application of the executive of the State." A commission thus created by the President was given all the power and authority given to the board of arbitration. The commission's decision was to be made public and was "to advise the respective parties what, if anything, ought to be done or submitted to by either or both to adjust the matters in dispute." As in the case of the arbitration boards, no means were afforded for enforcing the decisions of these special commissions.

The provisions of this act were never utilized.¹

THE ERDMAN LAW.

The Federal law which superseded the act of 1888 is commonly known as the Erdman Act.² This law provided means for the mediation and arbitration of controversies affecting railways and their train-service employees and was the basis of existing legislation. It was enacted in June, 1898. During the first eight and a half years following the passage of the law only one attempt was made to

¹ Mediation and Arbitration of Railway Labor Disputes in the United States, by Charles P. Neill, Bulletin No. 98, U. S. Bureau of Labor.

² See appendix.

utilize it. Within the next five years, however, its provisions were invoked more than 60 times, the effectiveness of the law established, and methods of procedure under its provisions fully developed.

THE PROVISIONS OF THE ERDMAN LAW.

The scope of this law included only employees directly engaged in the movement of trains—engineers, firemen, conductors, trainmen, switchmen, and telegraphers. The mediation proceedings were purely voluntary. Either party to a controversy might invoke the assistance of the Federal mediators, the chairman of the Interstate Commerce Commission, and the Commissioner of Labor. The mediators had no power to intervene in any controversy upon their own initiative. Their activities “were conditioned, first, upon the receipt of a request for mediation under the law from one of the parties to the controversy, and, second, upon the acceptance by the other party of the mediators tender of friendly offices.”¹

PROCEDURE UNDER THE ERDMAN LAW.

The course of procedure for the peaceable settlement of wage disputes under the Erdman law was followed under the provisions of subsequent legislation. It has been well described in a bulletin issued by the Bureau of Labor, which may be quoted in order that the prevailing methods of adjustment of controversies may be fully understood:¹

The course through which the mediation provisions of the Erdman Act are invoked is ordinarily somewhat as follows: A controversy arises between a railroad company and one or more classes of its employees coming within the provisions of the act. This controversy may relate to proposed changes in the existing rates of pay or the existing regulations governing working conditions, or it may arise over some grievance growing out of a misunderstanding of the terms of the existing contract and involve no proposals for changed conditions. If no settlement can be reached by the local committee or the general committee directly representing the employees on the road or roads involved, the questions in dispute are referred by the employees to their national organization, and a grand officer, as he is termed, of that organization then takes the matter up directly with the road or roads involved and endeavors by direct negotiation to effect a settlement. If this effort fails, the questions in dispute and any proposal of settlement offered by the road are usually laid before the employees concerned, and they are asked to vote upon whether they are willing to inaugurate a strike unless some basis of settlement more satisfactory to their representatives than the one offered can be secured. If the vote of the men is in favor of a strike to enforce their proposals, the grand officer again opens negotiations with the road in a further effort to effect an amicable adjustment of the controversy. If these negotiations prove fruitless, or if at the outset it is apparent that no settlement can be effected directly by the parties concerned, one or the other of the parties to the dispute makes an application to the mediators designated in the Erdman Act, requesting them to use their friendly offices to bring about an amicable adjustment of the controversy and avert the threatened strike.

When both sides have agreed to mediation proceedings they are as a rule begun very promptly, usually the only delay being that which is involved in getting the parties concerned together at the place decided upon. By reference to the date and place where the mediation proceedings have begun, and comparing these with the date the application was received, some idea may be gained of the promptness with which it has been felt necessary to take up negotiations in the majority of the cases in which the provisions of the Erdman Act have been invoked. There is no fixed rule as to where mediation proceedings shall be held. In numerous instances the representatives of the parties in controversy have come to Washington, and the negotiations have been conducted there. When this has not been feasible or desirable, one or both mediators have gone to the place in which the parties had up to that

¹ Mediation and Arbitration of Railway Wage Disputes in the United States, by Charles F. Neill, Bulletin No. 98, U. S. Bureau of Labor.

time conducted their negotiations, and the mediation conferences have been carried on there. The mediators have covered a rather wide range of territory, having carried on conferences at points as remote from Washington as St. Paul, Denver, and El Paso.

The proceedings are purposely kept as informal as possible, in order that they may be the more readily adapted to the exigencies of any given case. Conferences are always held with the two parties to the controversy separately, and a joint meeting is never arranged until either a complete settlement of the questions in dispute or an agreement to arbitrate has been brought about by the mediators and agreed to in writing by the two parties.

Ordinarily the mediators begin by meeting the representatives of the side by which the mediation was invoked. After learning the matters at issue and discussing these in a general way, a conference is held by the mediators with the other party to the dispute. Successive conferences are then held by the mediators with one or the other party alternately, or it may happen that several successive conferences are held with one side before again conferring with the other side. The procedure in this respect is a matter governed entirely by the nature of the questions at issue and the particular conditions existing in any given case.

No limit is set to the number of conferences which may be held nor to the period which may be devoted to the mediation proceedings. Some cases have been brought to a successful termination within a few days, but these are exceptions; from one to two weeks is more nearly the rule. In some of the large cases where conditions were peculiarly acute, and a tension existed which made it important to secure a settlement at the earliest possible moment, conferences have for days at a time been carried on throughout the entire day and far into the night; and even what were practically all-night sessions have not been unusual.

While the procedure usually follows the above lines, any variation which seems desirable may be introduced, and the only fixed and unvarying rule is that neither side shall know what concessions the other side is willing to make unless and until an amicable agreement is reached. This rule has been adopted because both sides are more likely to make concessions if there is no danger that these concessions may later on be used to their disadvantage if the case should go to arbitration. It is always possible that the mediation proceedings may prove ineffective and that the case may go to arbitration. In that event, if any concessions offered by either side were known to the other side and could be adduced before the arbitrators as offers once made, it is obvious that the side which had offered the concessions in the mediation proceedings would be to that extent at a disadvantage in arbitration proceedings. The rule above referred to prevents this difficulty and leaves both parties free to suggest concessions without fear of future prejudice. In the event of a failure to secure a settlement through mediation in any given case, neither party at the end of the proceedings would have any definite knowledge of what concessions the other had been willing to make, and both are therefore in the same relative position as they were when the proceedings began. Neither has gained any tactical advantage, nor has either had its side of the case prejudiced by what has passed during the mediation proceedings.

No minutes are taken nor are any formal records kept of what occurs in the meetings between the mediators and the respective parties to the controversy. Ordinarily the only thing which becomes a matter of formal record is the final articles of settlement agreed to and signed by the parties in dispute.

Unless requested or authorized to do so by the parties to the controversy, the mediators do not make public the terms of settlement agreed upon through mediation.¹

It is true that these proceedings are carried on by Government officials under Government authority and at Government expense, and it might be argued that these facts render the controversies public matters. On the other hand, it may be held that since differences between certain classes of employers and employees engaged in interstate traffic may, if unadjusted, cause serious public inconvenience and serious public loss, the Government merely furnishes the machinery for bringing about an amicable settlement if the two parties to a controversy can not themselves come to terms; but that, nevertheless, these disagreements remain primarily the concern of the employers and employees involved. The mediators, however, are primarily concerned only with the policy that will render most effective the operations of the law, and it is believed that leaving to the parties in dispute to determine the degree of publicity to be given to the terms of settlement is much the best policy.

¹In this respect the treatment of mediation proceedings differs widely from that of arbitration proceedings. The latter are usually carried on in open hearings, and all the papers, including the award and a certified stenographic copy of the testimony, are filed in the clerk's office of the United States circuit court and become matters of public record.

In the event that efforts to secure an agreement through mediation prove unsuccessful, it was provided in section 2 of the law that the mediators shall attempt to have the controversy submitted to a board of arbitration for settlement.

Sections 3 to 7, inclusive, of the act specified the form of arbitration agreement that should be entered into by the parties to the controversy. The method of selecting the arbitrators was set forth, and a restricted right of appeal to the courts from the award of the arbitrators was granted.

The law provided that each party to the controversy select one arbitrator. Together, these two arbitrators select the third arbitrator, if they are able to agree within five days after their first meeting. In the event the third arbitrator is not named in this way within the five days, the law provided that he shall be named by the presiding judge of the Commerce Court and the Commissioner of Labor acting together.

THE NEWLANDS LAW.

The next step in legislation relative to mediation and arbitration was the so-called Newlands law, approved July 13, 1913. It created the offices of Commissioner of Mediation and Conciliation and Assistant Commissioner of Mediation and Conciliation, and further provided that the President shall also "designate not more than two other officials of the Government who have been appointed by and with the advice and consent of the Senate, who, together with the Commissioner of Mediation and Conciliation, shall constitute a board to be known as the United States Board of Mediation and Conciliation." In August, 1916, the board was increased to three members by the designation by the President of the Assistant Commissioner of Mediation and Conciliation as a member.

The law in general reenacted the provisions of the Erdman law relative to mediation. It also provided for three-member boards of arbitration as authorized by the Erdman Act, but, in addition, in order to meet the criticism of three-member boards placing too much power in the hands of the neutral arbitrator, it provided further for six-member boards of arbitration, composed of two representatives from each side to a controversy, and two neutral members representing the public.

The immediate cause for the passage of the present law grew out of the demands of the conductors and trainmen, which had been presented, in a concerted movement, some months previously to 42 eastern railroads in what is known as eastern associated territory. The direct negotiations between the parties resulted in a refusal by the railroads to grant the demands of the men, on the ground that the rates of wages then prevailing were adequate and that the employees were working under favorable conditions. A strike vote had been taken, resulting in some 97 per cent of the employees voting to withdraw from the service of the railroads unless their demands were complied with. The situation was an aggravated one and reached an acute stage early in July, 1913. The public mind was excited, and the bill which had been pending in Congress for some months was, upon the advice of the President, promptly enacted into law to meet the emergency.

CONTROVERSIES ADJUSTED.

In the enactment of Federal legislation emphasis was placed upon arbitration as a method of settling disputes between transportation companies and their employees. Under the operation of the various laws, however, it soon became evident that mediation proceedings were to take the leading part. There were in all 48 cases settled on request of the parties either by mediation under the Erdman law or by arbitrations in accordance with its provisions. Seven of these cases were concerted movements, involving many of the various classes of employees and involving in each instance a large number of railroads, in one case as many as 64 roads. Of these 48 cases coming under the Erdman law during the 14 years of its existence 20 were settled through mediation, 8 were settled by mediation and arbitration, and 4 by arbitration alone. In the remaining 16 cases the services of the mediators, requested by one of the parties, were either refused by the other or direct settlements were reached between the parties after the services of the mediators were invoked without employing them or resorting to arbitration.

Since the Newlands law was approved, on July 15, 1913, 56 controversies have been adjusted by the Board of Mediation and Conciliation. Of this number 45 were settled by mediation and 11 by mediation and arbitration. In 20 cases employees made application to the board for its services, the railroads applied in 13 cases, and in 15 cases the railroads and their employees made joint application. In 8 cases the board proffered its services, which were accepted.

ARBITRATION PROCEEDINGS HELD UNDER THE ERDMAN AND NEWLANDS LAWS.

The following table sets forth in chronological order the railroad arbitration proceedings which have been held under the auspices of the Federal Government from the passage of the Erdman law to the present time. In connection with each case the date of the award is shown, together with the members of the arbitration board, the place of meetings, and the duration of the proceedings.

ARBITRATION PROCEEDINGS UNDER THE ERDMAN ACT, INCLUDING CASES WHERE
1898, TO

Parties to arbitration.		Date of agreement to arbitrate.	Arbitrators.	
Railroad company.	Employees.		Name.	Occupation.
Southern Pacific (Atlantic System).	Firemen and engine-men. ¹	Jan. 7, 1907	W. E. Green.....	Gen. supt. St. Louis S. W. Ry. of Tex.
Southern Pacific (Pacific System).	Telegraphers	Feb. 14, 1907	J. R. Norton.....	Attorney.....
			J. V. Lea.....	Attorney at law.....
			R. H. Ingram.....	Gen. supt., S. Pac. Co.....
			H. B. Perham.....	President, O. R. T.....
Georgia R. R.....	Firemen and engine-men. ¹	May 29, 1909	Emory R. Johnson..	Prof. transportation and commerce, Univ. of Pa.
Illinois Central R. R.; Yazoo & Mississippi Valley R. R.; Indianapolis Southern R. R. Certain railroads leading out of Chicago. ²	Telegraphers	Dec. 17, 1909	Hilary A. Herbert..	Attorney.....
			Thos. W. Hardwick..	U. S. Representative.....
			David C. Barrow.....	Chancellor, Univ. of Ga.
			Ira G. Rawn.....	President, Monon Route..
Cleveland, Cincinnati, Chicago & St. Louis Ry.	Switchmen..	Jan. 19, 1910	John A. Newman.....	Vice pres., O. R. T.....
			B. H. Meyer.....	Chm. R. R. Com. of Wisconsin.
			Carl R. Gray.....	Vice pres., St. L. & S. F. R. R.
			S. E. Heberling.....	1st vice pres., S. U. of N. A.
Baltimore & Ohio Southwestern R. R.	.....do.....	Feb. 17, 1910	Stephen S. Gregory..	Attorney.....
			Horace Baker.....	Gen. mgr., Q. & C. route..
			J. J. Dermody.....	Vice pres., O. R. T.....
			Wm. J. Kerby.....	Prof. of sociology, Cath. Univ. of America.
32 western railroads ⁴ ...	Firemen and engine-men. ¹	Mar. 25, 1910	Geo. H. Groce.....	Asst. to gen. mgr., Ill. Central R. R.
			J. J. Dermody.....	Vice pres., O. R. T.....
			Wm. J. Kerby.....	Prof. of sociology, Cath. Univ. of America.
			W. R. Scott.....	Asst. gen. mgr., S. Pac. Co.
Southern Ry.....	Telegraphers	Apr. 15, 1910	Timothy Shea.....	1st vice pres., B. L. F. & E.
			Wm. L. Chambers..	Lawyer, late member of Spanish Treaty Claims Com.
			J. S. B. Thompson..	Asst. to pres. of Sou. Ry...
			J. J. Dermody.....	Vice pres., O. R. T.....
Missouri Pacific System.	.....do.....	May 14, 1910	Wm. R. Vance.....	Dean, Geo. Washington Univ. Law School
			Albert W. Sullivan..	Gen. mgr., Mo. Pac. Ry...
			Frank J. Ryan.....	Com., Kansas Bd. of R. R. Commissioners.
			Wm. L. Chambers..	Lawyer, late member of Spanish Treaty Claims Com.
Denver & Rio Grande R. R.	Firemen and engine-men. ¹	Sept. 17, 1910	W. S. Martin.....	Asst. gen. mgr., D. & R. G. R. R.
			W. F. Hynes.....	Attorney and counsellor at law.
			Wm. L. Chambers..	Lawyer, late member of Spanish Treaty Claims Com.
			H. B. Spencer.....	Vice pres., Sou. Ry.....
Coal and Coke Ry.....	Engineers, firemen and engine-men, ¹ conductors, and trainmen.	Apr. 1, 1911	P. H. Morrissey.....	Pres., Am. R. R. Employees and Investors' Assn.
			Wendell P. Stafford.	Justice, Supreme Court, District of Columbia.
			Wm. L. Chambers..	Lawyer, late member of Spanish Treaty Claims Com.
			Albert Phillips.....	Vice pres., B. of L. F. & E.
50 eastern railroads.....	Firemen and engine-men. ¹	Feb. 18, 1913	Wm. W. Atterbury..	Vice pres., Pa. R. R.....

¹ The Brotherhood of Locomotive Firemen and Enginemen, while primarily an organization of firemen, also includes in its membership hostlers and a considerable number of engineers.

² The two arbitrators agreed upon a third arbitrator, but, in order to make the appointment legal (five days having elapsed), he was appointed by the chairman of the Interstate Commerce Commission and the Commissioner of Labor.

MEDIATION WAS FIRST INVOKED AND CASES OF ARBITRATION DIRECT, JUNE 1, DECEMBER 31, 1911.

Arbitrators—Continued.		Hearings by board of arbitration.		Date of award.
Chosen by—	Date chosen.	Date of first hearing.	Place.	
Employers	Jan. 7, 1907	Jan. 31, 1907	Houston, Tex.	Feb. 1, 1907
Employees	do.			
Chmn. I. C. C. and Com. of Labor ² ...	Jan. 30, 1907			
Employers	Feb. 14, 1907	Mar. 16, 1907	San Francisco, Cal. .	Apr. 6, 1907
Employees	do.			
Chmn. I. C. C. and Com. of Labor	Mar. 7, 1907			
Employers	May 29, 1909	June 21, 1909	Atlanta, Ga.	June 26, 1909
Employees	do.			
Chmn. I. C. C. and Com. of Labor ² ...	June 19, 1909			
Employers	Dec. 17, 1909	Jan. 17, 1910	Chicago, Ill.	Feb. 7, 1910
Employees	do.			
Chmn. I. C. C. and Com. of Labor	Jan. 10, 1910			
Employers	Jan. 19, 1910	Mar. 4, 1910	do.	Mar. 22, 1910
Employees	do.			
Chmn. I. C. C. and Com. of Labor	Feb. 23, 1910			
Employers	Jan. 29, 1910	Mar. 7, 1910	Cincinnati, Ohio. . .	Mar. 28, 1910
Employees	do.			
Chmn. I. C. C. and Com. of Labor	Feb. 28, 1910			
Employers	Feb. 17, 1910	Mar. 14, 1910	do.	Apr. 4, 1910
Employees	do.			
Chmn. I. C. C. and Com. of Labor	Mar. 7, 1910			
Employers	Mar. 25, 1910	May 16, 1910	Chicago, Ill.	June 4, 1910
Employees	do.			
Chmn. I. C. C. and Com. of Labor	May 10, 1910			
Employers	Apr. 15, 1910	May 24, 1910	Washington, D. C. . .	June 11, 1910
Employees	do.			
Chmn. I. C. C. and Com. of Labor	May 18, 1910			
Employers	May 14, 1910	July 6, 1910	St. Louis, Mo.	July 28, 1910
Employees	do.			
Chmn. I. C. C. and Com. of Labor	July 1, 1910			
Employers	Sept. 17, 1910	Oct. 11, 1910	Denver, Colo.	Nov. 1, 1910
Employees	do.			
Chmn. I. C. C. and Com. of Labor	Oct. 6, 1910			
Employers	Apr. 8, 1911	May 8, 1911	Washington, D. C. . .	May 27, 1911
Employees	Apr. 1, 1911			
Presiding judge Commerce Court and Com. of Labor. ⁵	May 5, 1911			
do.	Mar. 3, 1913	Mar. 10, 1913	New York.	Apr. 23, 1913
Employers	Feb. 18, 1913			
Employees	do.			

² For details as to roads involved, see Chapter 6.

⁴ For details as to roads involved, see Chapter 9.

⁵ The two arbitrators agreed upon a third arbitrator, but, in order to make the appointment legal (five days having elapsed), he was appointed by the presiding judge of the Commerce Court and the Commissioner of Labor.

ARBITRATIONS UNDER THE NEWLANDS ACT DURING

Parties to arbitration.		Date of agreement to arbitrate.	Arbitrators.
Railroad company.	Employees.		Name.
Baltimore & Ohio.....	<div> Conductors..... Trainmen..... </div>	July 26, 1913	W. W. Atterbury.....
Baltimore & Ohio Southwestern.....			A. H. Smith.....
Bessemer & Lake Erie.....			Lucius E. Sheppard.....
Boston & Albany.....			Daniel E. Cease.....
Boston & Maine.....			John H. Finley.....
Buffalo, Rochester & Pittsburgh.....			Seth Low.....
Buffalo & Susquehanna.....			
Central New England.....			
Central Railroad of New Jersey.....			
Chicago, Indianapolis & Louisville.....			
Chicago, Indiana & Southern.....			
Chicago, Terre Haute & Southeastern.....			
Cincinnati, Hamilton & Dayton.....			
Cincinnati Northern.....			
Cleveland, Cincinnati, Chicago & St. Louis.....			
Dayton & Union.....			
Delaware & Hudson.....			
Delaware, Lackawanna & Western.....			
Detroit, Toledo & Ironton.....			
Grand Rapids & Indiana.....			
Hocking Valley.....			
Kanawha & Michigan.....			
Lake Erie & Western.....			
Lake Shore & Michigan Southern.....			
Lehigh & Hudson River.....			
Long Island.....			
Maine Central.....			
Michigan Central.....			
New York Central & Hudson River.....			
New York, Chicago & St. Louis.....			
New York, New Haven & Hartford.....			
New York, Ontario & Western.....			
New York, Philadelphia & Norfolk.....			
Pennsylvania Lines, East.....			
Pennsylvania Lines, West.....			
Philadelphia & Reading.....			
Rutland.....			
Toledo & Ohio Central.....			
Vandah.....			
Western Maryland.....			
Wheeling & Lake Erie.....			
Zanesville & Western.....			
Chicago & Western Indiana.....	<div> Engineers..... Firemen..... Trainmen..... </div>	Aug. 6, 1913	F. A. Burgess.....
Belt Railway Co. of Chicago.....			W. J. Jackson.....
			E. S. Huston.....
			E. R. Curtis.....
			E. L. Harrigan.....
Chicago, Burlington & Quincy.....	<div> Conductors..... Trainmen..... </div>	Aug. 27, 1913	Fairfax Harrison ¹
			P. H. Morrissey.....
			Gerrit J. Diekema.....
			Henry S. Boutell.....
			D. R. Webner.....
Wheeling & Lake Erie.....	<div> Telegraphers..... Telephoners..... Station agents..... Signalmen..... </div>	Nov. 7, 1913	H. B. Chapman.....
Wabash-Pittsburgh Terminal.....			D. G. Ramsay.....
West Side Belt Ry.....			S. J. Konenkamp.....
			Alexander H. Hadden.....
			James R. Garfield.....
			D. W. Lum.....
Southern Railway.....	<div> Maintenance of way employees. </div>	Nov. 3, 1913	T. H. Gerry.....
			H. A. Herbert.....

¹On Dec. 2, 1913, Pierce Butler, lawyer, was appointed arbitrator in place of Fairfax Harrison, resigned.

THE FISCAL YEARS ENDED JUNE 30, 1914 AND 1915.

Arbitrators—Continued.			Hearing by board of arbitration		Date of award.
Occupation.	Chosen by.	Date chosen.	Date of first hearing.	Place.	
Vice pres. Pennsylvania R. R.	Roads.....	July 29, 1913	Sept. 11, 1913	New York, N. Y.	Nov. 10, 1913
Vice pres. New York Central Lines.	.....do.....	.....do.....	
Vice pres. Order of Railway Conductors.	Employees....	Aug. 19, 1913			
Editor and publisher Railroad Trainman.	.....do.....	Aug. 25, 1913		
President College of the City of New York.	Other arbitra- tors.	Sept. 1, 1913			
President National Civic Federation.do.....do.....			
Asst. grand chief, Brotherhood of Locomotive Engineers.	Employees....	Aug. 8, 1913	Aug. 28, 1913	Chicago, Ill...	Sept. 17, 1913
Gen. mgr., Chicago & Eastern Illinois R. R.	Roads.....	Aug. 11, 1913			
Lawyer.....	U. S. Board of M. and C.	Aug. 22, 1913			
Vice pres. Order of Railway Conductors.	Employees....	Aug. 27, 1913	Nov. 3, 1913do.....	Feb. 19, 1914
Gen. chmn. grievance committee, N. P. R. R.	.....do.....	.....do.....	
Pres. Chicago, Indianapolis & Louisville Ry.	Road.....	Sept. 1, 1913			
Asst. to vice pres. C. B. & Q. R. R.	.....do.....	.....do.....	
Lawyer.....	U. S. Board of M. and C.	Oct. 29, 1913			
.....do.....do.....do.....	Dec. 29, 1913	Cleveland, Ohio.	Jan. 13, 1914
Trainmaster Wheeling & Lake Erie Ry.	Roads.....	Nov. 14, 1913			
Lawyer.....	.....do.....	.....do.....	
.....do.....	Employees....	Nov. 18, 1913			
Inf. pres. Commercial Telegraphers' Union of America.	.....do.....	.....do.....	
Lawyer.....	Other arbitra- tors.	Dec. 10, 1913	Nov. 17, 1913	Washington, D. C.	Dec. 17, 1913
.....do.....	.....do.....	.....do.....	
Eng. of maint. of way Southern Ry.	Road.....	Oct. 30, 1913			
Gen. chmn., maint. of way employees.	Employees....	.....do.....		
Lawyer.....	U. S. Board of M. and C.	Nov. 10, 1913			

ARBITRATIONS UNDER THE NEWLANDS ACT DURING

Parties to arbitration.		Date of agreement to arbitrate.	Arbitrators.
Railroad company.	Employees.		Name.
New York, Chicago, & St. Louis.	{Telegraphers. Station agents Signalmen.}	Feb. 5, 1914	{J. A. Gordon. Julian W. Mack. D. G. Ramsay. L. S. Davis.}
Georgia & Florida.	{Engineers. Firemen.}	Mar. 21, 1914	{A. W. Anderson. Stanton J. Peelle. F. A. Burgess. T. Shea.}
Ninety-eight western railroads.	{Engineers. Firemen.}	Aug. 3, 1914	{H. E. Byram. W. L. Park. Jeter C. Pritchard. Charles Nagel.}

THE FISCAL YEARS ENDED JUNE 30, 1914 AND 1915—Continued.

Arbitrators—Continued.			Hearing by board of arbitration.		Date of award.
Occupation.	Chosen by.	Date chosen.	Date of first hearing.	Place.	
Gen. supt. Chicago Great Western Ry.	Road.....	Feb. 14, 1914	May 25, 1914	Chicago, Ill...	June 13, 1914
U. S. circuit judge.....	U. S. Board of M. and C. Employees....	May 15, 1914			
Lawyer.....	.....do.....	May 23, 1914		
Gen. chmn. Brotherhood of Locomotive Engineers.	.....do.....	Mar. 21, 1914		
Gen. mgr. Charleston & Western Carolina Ry.	Road.....	Mar. 23, 1914	Apr. 28, 1914	Augusta, Ga..	May 9, 1914
Judge U. S. Court of Claims (retired).	U. S. Board of M. and C. Employees....	Apr. 20, 1914			
Asst. grand chief Brotherhood of Locomotive Engineers.	.....do.....	Aug. 10, 1914		
Asst. pres. Brotherhood of Locomotive Firemen and Enginemen.	.....do.....	Aug. 11, 1914		
Vice. pres. C. B. & Q. R. R.	Roads.....do.....	Nov. 30, 1914	Chicago, Ill...	Apr. 30, 1915
Vice. pres. Ill. Cen. R. R.	.....do.....	.....do.....	
U. S. circuit judge.....	U. S. Board of M. and C. Employees....	Nov. 21, 1914			
Lawyer.....	.....do.....	.....do.....	

II.

SOUTHERN PACIFIC CO. (ATLANTIC SYSTEM) AND BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN: 1907.

(Arbitration between the Southern Pacific Co., Atlantic System, embracing the following railroads: The Galveston, Harrisburg & San Antonio Railway Co., The Texas & New Orleans Railroad Co., The Louisiana Western Railroad Co., Morgan's Louisiana & Texas Railroad & Steamship Co., and the Iberia & Vermillion Railroad Co., and the Brotherhood of Locomotive Firemen and Enginemen.)

The board of arbitration selected for the adjustment of the controversy under review was composed as follows:

J. V. Lea, lawyer, appointed by the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor.

W. E. Green, general superintendent St. Louis Southwestern Railway of Texas, selected by the railroads.

J. B. Norton, lawyer, selected by the Brotherhood of Locomotive Firemen and Enginemen.

CONTROVERSY.

The matter submitted to arbitration involved conflicting claims of the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen respecting seniority rights of switch engineers employed on the Sunset Central lines of the Southern Pacific Co., and presented an issue in which the Southern Pacific Co. professed to have but an indirect interest. Stated briefly, an agreement between the engineers and the railroad entered into in 1903 stipulated in part that road engineers laid off through slack business might displace switch engineers if such road engineers were older in service. In May, 1904, the firemen secured a letter from W. G. Van Vleck, the general manager of the Texas lines of the Southern Pacific Co., agreeing that road engineers could only displace switch engineers when older in combined service as fireman and engineer. In May, 1906, the contract between the railroad company and the engineers was reopened and the clause concerning displacement of switch engineers rewritten so as to provide that age in service as an engineer should alone be taken into account. On the part of the firemen it was contended that the ruling contained in the letter of the general manager constituted an amendment to their contract with the company and could not be abrogated without 30 days notice. The railroad company, while denying that the letter in question constituted an amendment to the firemen's contract, agreed to accept any settlement which might be agreed upon between the two organizations.

As submitted to arbitration by agreement entered into on January 7, 1907, the issues presented to the board of arbitration were as follows:

(a) Did the letter of W. G. Van Vleck, addressed to C. W. Maier, dated May 26, 1904, constitute an amendment to the agreement entered into between the first parties and the Brotherhood of Locomotive Firemen and Enginemen, effective April 1, 1903?

(b) Should it be decided that the said letter of May 26, 1904, did not constitute an amendment to the said agreement of April 1, 1903, and therefore not binding on the first parties, or any of them, then all matters now in controversy between the parties hereto shall be considered closed and finally disposed of and shall not again be reopened?

(c) Should it be decided that the said letter of May 26, 1904, constituted an amendment to the said agreement of April 1, 1903, then the arbitrators shall decide the further questions as follows:

- (1) Upon what company or companies did the said letter become thus binding?
- (2) Upon what date did the said letter become thus binding?
- (3) During what period did the said letter remain thus binding?

(d) It is hereby stipulated and agreed between the parties hereto, in advance of arbitration provided for by these presents, that whatever binding effect, if any, the arbitrators may decide attached to said letter of May 26, 1904, such binding effect was absolutely terminated on May 1, 1906.

(e) It is further agreed between the parties hereto that if the said board of arbitration shall decide that said letter of May 26, 1904, ever constituted an amendment to the said agreement of April 1, 1903, the said board shall determine what, if any, pecuniary loss or damage any employee claiming under the said agreement of April 1, 1903, has sustained by reason of the termination on May 1, 1906, of the said amendment, if any: *Provided, however,* That no decision which the said board of arbitration may render shall in any wise, or to any extent, contravene any of the provisions of the agreement between the parties of the first part, and the Brotherhood of Locomotive Engineers, effective February 1, 1903, or any provision of the supplement to the said agreement effective May 1, 1906: *And provided further,* That no fireman who shall be, or who has been promoted to the position of switch or road engineer shall be entitled to any seniority for any period spent in the service of the parties of the first part, or any of them, as fireman: *And provided further,* That upon the payment by the first parties to the employee or employees, if any, whom the said board may by their decision find have suffered pecuniary loss or damage of the amount of such loss or damage as may be fixed by the board, then all matters now in controversy between the parties hereto shall be considered closed and finally disposed of, and shall not again be reopened.

FINDINGS OF THE BOARD OF ARBITRATION.

Hearings before the board of arbitration continued from its organization on January 31, 1907, until the afternoon of the day following, when the arbitration was concluded upon the presentation to the board of a settlement agreed to in writing by the parties to the controversy. This agreement was unanimously adopted and announced as the award of the board of arbitration, and as set forth in the official record was as follows:

(a) That the ruling contained in the letter of W. G. Van Vleck to C. W. Maier, dated May 26, 1904, constituted an amendment to the agreement entered into between the Texas & New Orleans Railroad Co. and the Galveston, Harrisburg & San Antonio Railway Co., and the Brotherhood of Locomotive Firemen, effective April 1, 1903, but did not constitute an amendment binding upon the other companies parties to the said agreement, or parties to this arbitration agreement. This finding shall be a determination only of the effect of the letter of May 26, 1904.

(b) The said letter became binding on the Texas & New Orleans Railroad Co. and the Galveston, Harrisburg & San Antonio Railway Co. May 26, 1904, and remained in full force and effect until May 1, 1906, but the Brotherhood of Locomotive Firemen in good faith considered the said letter in force and effect until January 7, 1907.

(c) There being no evidence before this board that any employee of the Texas & New Orleans Railroad Co. and the Galveston, Harrisburg & San Antonio Railway Co., claiming under the said agreement of April 1, 1903, or the amendment thereto of May 26, 1904, has suffered any pecuniary loss or damage by reason of the termination of the said amendment to the said agreement, this board finds that no pecuniary loss or damage has been sustained by any employee claiming under the said agreement or amendment thereto, and that all matters of every nature whatsoever in controversy on January 7, 1907, or prior thereto, between the parties to this arbitration agreement, have been and they are fully and finally disposed of and shall not again be reopened under any existing contracts.

APPLICATION OF AWARD.

The following table shows, by classes of engines and branches of service, the rates in effect before and after the arbitration award, and the amount and per cent of increases granted by the arbitration board:

Rates paid to locomotive firemen before and after the arbitration of 1907 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1906	1908	1906	1908	1906	1908	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>:								
Coal.....	13	11	64	59				
Oil.....	106	141	64	59				
Switching (11 consecutive hours)—								
First year.....					\$1.50			
Second year.....					1.75			
After.....					2.00			
First-class yards.....					2.00	\$2.25	\$0.25	12.5
Second-class yards.....					2.00	2.15	.15	7.5
Class B3, 000o>:								
Coal.....	18	2	56	61				
Oil.....	77	105	56	61				
Passenger—								
110,000 to 140,000 pounds on drivers—								
Valley.....					2.25			
Mountain.....					2.84			
Over 140,000 pounds on drivers—								
Valley.....					2.35	2.50	.15	6.4
Mountain.....					2.97	3.12	.15	5.1
Between Rocklin and Truckee.....					3.75			
Cylinders 18 inches and over—								
Valley.....						2.25		
Mountain.....						2.98		
Class B4, 000Oo>:								
Coal.....	19	41	90	91				
Oil.....	188	266	90	91				
Passenger—								
Cylinders 18 inches and over—								
Valley.....						2.25		
Mountain.....						2.98		
110,000 to 140,000 pounds on drivers—								
Valley.....					2.25			
Mountain.....					2.84			
Over 140,000 pounds on drivers—								
Valley.....					2.35	2.50	.15	6.4
Mountain.....					2.97	3.12	.15	5.1
Between Rocklin and Truckee.....					3.75			
Class C2, 00oo>:								
Coal.....	22	5	28	29				
Oil.....	177	185	28	29				
Passenger—								
Cylinders 18 inches and over—								
Valley.....						2.25		
Mountain.....						2.98		
110,000 to 140,000 pounds on drivers—								
Valley.....					2.25			
Mountain.....					2.84			
Over 140,000 pounds on drivers—								
Valley.....					2.35	2.50	.15	6.4
Mountain.....					2.97	3.12	.15	5.1
Between Rocklin and Truckee.....					3.75			
Class C3, 00Ooo>:								
Coal.....	49	23	44	50				
Oil.....	188	244	44	50				
Passenger—								
Cylinders 18 inches and over—								
Valley.....						2.25		
Mountain.....						2.98		
110,000 to 140,000 pounds on drivers—								
Valley.....					2.25			
Mountain.....					2.84			
Over 140,000 pounds on drivers—								
Valley.....					2.35	2.50	.15	6.4
Mountain.....					2.97	3.12	.15	5.1

Rates paid to locomotive firemen before and after the arbitration of 1907 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1906	1908	1906	1908	1906	1908	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class C4, 000000>:								
Coal.....	1	1	64	65				
Oil.....	21	16	64	65				
Passenger—								
Cylinders 18 inches and over—								
Valley.....						\$2.25		
Mountain.....						2.98		
110,000 to 140,000 pounds on drivers—								
Valley.....					\$2.25			
Mountain.....					2.84			
Over 140,000 pounds on drivers—								
Valley.....					2.35	2.50	\$0.15	6.4
Mountain.....					2.97	3.12	.15	5.1
Between Rocklin and Truckee.....					3.75			
Class D2, 000> (oil).	2	2	14	14				
Passenger.....					2.25	2.25	.00	.0
Class E3, 00000> (oil).	7	7	40	40				
Cylinders 18 inches and over—								
Oakland.....					2.50	2.75	.25	10.0
Portland.....					2.50	2.75	.25	10.0
Cylinders under 18 inches—								
Oakland.....					2.50	2.75	.25	10.0
Portland.....					2.50	2.75	.25	10.0
Class F2, 00000>:								
Coal.....		7		53				
Oil.....		34		53				
Passenger—								
Cylinders 18 inches and over—								
Valley.....						2.25		
Mountain.....						2.98		
Over 140,000 pounds on drivers—								
Valley.....						2.50		
Mountain.....						3.12		
Class F3, 00000>:								
Coal.....	11	16	70	71				
Oil.....		12		71				
Passenger—								
Valley.....					2.35	2.50	.15	6.4
Mountain.....					2.97	3.12	.15	5.1
Between Rocklin and Truckee.....						3.90		
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B3, 0000>:								
Coal.....	57	51	73	73				
Oil.....	25	15	73	73				
Freight—								
Less than 110,000 pounds on drivers—								
Valley.....					2.46			
Mountain.....					2.82			
110,000 to 140,000 pounds on drivers—								
Valley.....					2.69	2.69	.00	.0
Mountain, 8 miles per hour.....					2.96	2.96	.00	.0
Mountain, 10 miles per hour.....					2.96	3.21	.25	8.4
Over 140,000 pounds on drivers—								
Valley.....					2.82	2.82	.00	.0
Mountain, 8 miles per hour.....					3.10	3.10	.00	.0
Mountain, 10 miles per hour.....					3.10	3.35	.25	8.1
Between Rocklin (1906), Roseville (1908), and Truckee.....					3.75	3.90	.15	4.0

Rates paid to locomotive firemen before and after the arbitration of 1907 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

	Number.		Average weight on drivers * (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1906	1908	1906	1908	1906	1908	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES—continued.								
Class B4, 0000o>:								
Oil.....	7		90					
Freight—								
Less than 110,000 pounds on drivers—								
Valley.....					\$2.46			
Mountain.....					2.82			
110,000 to 140,000 pounds on drivers—								
Valley.....					2.69			
Mountain.....					2.96			
Over 140,000 pounds on drivers—								
Valley.....					2.82			
Mountain.....					3.10			
Between Rocklin and Truckee					3.75			
Class C3, 0000o>:								
Coal.....	7	8	71	71				
Oil.....	5		71					
Freight—								
Less than 75,000 pounds on drivers—								
Valley.....					2.46			
Mountain.....					2.82			
110,000 to 140,000 pounds on drivers—								
Valley.....					2.69	\$2.69	\$0.00	0.0
Mountain, 8 miles per hour.....					2.96	2.96	.00	.0
Mountain, 10 miles per hour.....					2.96	3.21	.25	8.4
Over 140,000 pounds on drivers—								
Valley.....					2.82	2.82	.00	.0
Mountain, 8 miles per hour.....					3.10	3.10	.00	.0
Mountain, 10 miles per hour.....					3.10	3.35	.25	8.1
Between Rocklin and Truckee					3.75	4.00	.25	6.7
Class F2, 0000o>:								
Coal.....	9	9	53	53				
Oil.....	20	13	53	53				
Passenger—								
Cylinders 18 inches and over—								
Valley.....						2.25		
Mountain.....						2.98		
110,000 to 140,000 pounds on drivers—								
Valley.....					2.25			
Mountain.....					2.84			
Over 140,000 pounds on drivers—								
Valley.....					2.35	2.50	.15	6.4
Mountain.....					2.97	3.12	.15	5.1
Between Rocklin and Truckee						3.90		
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class B4, 0000o>:								
Oil.....	22	23	87	87				
Freight—								
110,000 to 140,000 pounds on drivers—								
Valley.....					2.69	2.69	.00	.0
Mountain, 8 miles per hour.....					2.96	2.96	.00	.0
Mountain, 10 miles per hour.....					2.96	3.21	.25	8.4
Over 140,000 pounds on drivers—								
Valley.....					2.82	2.82	.00	.0
Mountain, 8 miles per hour.....					3.10	3.10	.00	.0
Mountain, 10 miles per hour.....					3.10	3.35	.25	8.1
Between Rocklin and Truckee					3.75	3.75	.00	.0

Rates paid to locomotive firemen before and after the arbitration of 1907 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1906	1908	1906	1908	1906	1908	Amount.	Per cent.
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES—continued.								
Class C 3, 00000>:								
Oil.....	8	4	50	50				
Freight—								
110,000 to 140,000 pounds on drivers—								
Valley.....					\$2. 69	\$2. 69	\$0. 00	0. 0
Mountain, 8 miles per hour...					2. 96	2. 96	. 00	. 0
Mountain, 10 miles per hour...					2. 96	3. 21	. 25	8. 4
Over 140,000 pounds on drivers—								
Valley.....					2. 82	2. 82	. 00	. 0
Mountain, 8 miles per hour...					3. 10	3. 10	. 00	. 0
Mountain, 10 miles per hour...					3. 10	3. 35	. 25	8. 1
Between Rocklin and Truckee					3. 75	3. 75	. 00	. 0
Class C 4, 000000>:								
Oil.....	32	30	65	65				
Freight—								
110,000 to 140,000 pounds on drivers—								
Valley.....					2. 69	2. 69	. 00	. 0
Mountain, 8 miles per hour...					2. 96	2. 96	. 00	. 0
Mountain, 10 miles per hour...					2. 96	3. 21	. 25	8. 4
Over 140,000 pounds on drivers—								
Valley.....					2. 82	2. 82	. 00	. 0
Mountain, 8 miles per hour...					3. 10	3. 10	. 00	. 0
Mountain, 10 miles per hour...					3. 10	3. 35	. 25	8. 1
Between Rocklin and Truckee					3. 75	3. 75	. 00	. 0

III.

SOUTHERN PACIFIC CO. (PACIFIC SYSTEM) AND ORDER OF RAILROAD TELEGRAPHERS: 1907.

(Arbitration between the Southern Pacific Co., Pacific system; lines east of Sparks and lines in Oregon, and the Order of Railroad Telegraphers.)

By agreement dated February 14, 1907, the requests of telegraphers employed on the Pacific system of the Southern Pacific Co. for improvements in working conditions and higher rates of pay were submitted to arbitration under the terms of the so-called Erdman Act, the proceedings involving about 1,250 employees who were represented in the arbitration proceedings by officials of the Order of Railroad Telegraphers. The arbitration board selected to hear the case was composed as follows:

Emory R. Johnson, professor transportation and commerce, University of Pennsylvania, appointed by the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor.

R. H. Ingram, general superintendent Southern Pacific Co., selected by employer.

H. B. Perham, president Order of Railroad Telegraphers, selected by employees.

The board was organized with Prof. Johnson as chairman, and held its first hearing March 16, 1907. The arbitration award was announced April 6 following.

DEMANDS OF EMPLOYEES.

As set forth in the arbitration agreement, the stipulations respecting changes in working conditions and rates of pay, as submitted to arbitration, were as follows:

(a) Whether members of the Order of Railroad Telegraphers in the employ of the employer shall legislate for their train dispatchers respecting rates of pay, hours of service, or otherwise.

(b) The question of a reduction in hours of service on Sundays for employees to five hours.

(c) The question of percentage of general increase in salaries of employees.

(d) The question of eliminating from the operation of the schedule certain important agencies where the duties of soliciting traffic are paramount.

FINDINGS OF THE BOARD OF ARBITRATION.

The testimony presented to the board of arbitration included, in addition to a large volume of exhibits filed with the board, oral statements and depositions covering a total of 1,500 typewritten pages in the official record of the proceedings. Upon the conclusion of

the hearings and after consideration of the testimony, exhibits, etc., the board announced its award as follows:

(a) That the members of the Order of Railroad Telegraphers in the employ of the employer shall not legislate for train dispatchers regarding rates of pay, hours of service, or otherwise. Concurring, R. H. Ingram and Emory R. Johnson; dissenting, H. B. Perham.

(b) That the regular hours of service on Sunday shall be one-half the regular hours of labor on other days, provided that at any station where it is impracticable or inconvenient for the employer to arrange the service so as to reduce Sunday labor to one-half time, he may arrange to give the employee leave of absence on full pay for 26 days per annum at such time or times as will cause the employer and the public the least inconvenience. Concurring, H. B. Perham and Emory R. Johnson; dissenting, R. H. Ingram.

(c) That the percentage of general increase in salaries of employees shall be $7\frac{1}{2}$ per cent; and that the apportionment of this general increase among division and subdivisions of the employer's lines shall be such as may be mutually agreed upon by the employer and the Order of Railroad Telegraphers. Concurring, H. B. Perham and Emory R. Johnson; dissenting, R. H. Ingram.

(d) That the appointment of station agents whose regular duties do not include telegraphic work and whose annual earnings in the form of salaries and commissions equal or exceed \$1,300 shall not be controlled by the schedule or agreement between the employer and the Order of Railroad Telegraphers. Concurring, R. H. Ingram and Emory R. Johnson; dissenting, H. B. Perham.

EXCEPTIONS TO THE ARBITRATION AWARD.

As a result of the findings of the board of arbitration with respect to the issues involved in articles (a) and (d) of the stipulations submitted to arbitration the employees involved in the controversy availed themselves of the provisions of section 4 of the act under which the arbitration was held, which provided for an appeal to the courts from the decision of the arbitrators. This section provided that the award, papers, and proceedings, including the testimony relating thereto, certified by the arbitrators should be filed in the clerk's office of the circuit court of the United States for the district wherein the controversy arose or the arbitration was entered into and should be final and conclusive upon both parties, unless set aside for error of law apparent in the record. After the filing of the award the parties were given 10 days within which to file exceptions thereto preparatory to an appeal. The right of appeal under the Erdman Act was first to the circuit court of the United States and after a decision of the circuit court, either party had a further right of appeal to the circuit court of appeals.

In pursuance of the provisions of section 4 of the act exceptions to the award made in response to issues (a) and (d) were filed in the United States Circuit Court of the Northern District of California by the employees on April 17, 1907. With respect to these issues it was alleged that the award was contrary to law and not supported by the evidence, and that the board erred in admitting evidence pertaining to matters outside of and not responsive to the questions submitted to arbitration. It was further alleged with respect to

clause (*d*) that the board attempted to decide questions which were never submitted to arbitration. Subsequently, the employees, on April 22, filed a notice that they would apply for entry of judgment on the awards made on the respective questions submitted to arbitration under articles (*b*) and (*c*).

In a decision rendered August 12, 1907, the court sustained the award of the board of arbitration as to clause (*a*), and sustained the exceptions filed by the employees as to the findings of the board with respect to clause (*d*), this finding being nugatory and not binding upon either party. In overruling the motion for entry of judgment under clauses (*b*) and (*c*) the court stated that it was doubtful whether under the general rules applicable in such cases the issue submitted were not so interdependent that they must all stand or fall together, and held that until the final disposition of the case no part of the award became effective.

The action of the district court with respect to the exceptions filed by the employees was followed by a further appeal by the railroad company from the court's decision to the circuit court of appeals. On June 1, 1908, no hearing on the second appeal having been reached in the meantime, the parties to the controversy, as a result of negotiations with one another reached an agreement by which the litigation in court was abandoned and the controversy finally settled.

Under this agreement the issue involved in clause (*d*) was settled by excluding from the operation of the schedule or agreement such positions of station agent as had been excluded under the arrangement in force prior to the arbitration. Application of the wage increase of $7\frac{1}{2}$ per cent was made on a flat percentage basis, the two parties being unable to agree on any other basis of distribution. With the exception of the modifications agreed to in the case of clause (*d*), the issues involved were thus adjusted substantially in accordance with the award rendered by the board of arbitration.

CONCLUSIONS.

From the foregoing review it is seen that the employees, as a result of the arbitration, secured, in addition to an increase of $7\frac{1}{2}$ per cent in rates of pay, the adoption of a rule providing for a reduction of the hours of service on Sunday to one-half the regular hours obtaining on week days, or in lieu thereof an allowance of 26 days annual leave of absence with pay.

The issue involved in article (*a*), respecting the question as to whether or not telegraphers should legislate for train dispatchers with respect to conditions of employment was decided adversely to the contention of the employees, and a basis of settlement agreed to with respect to the question of eliminating certain agencies from the operation of the agreement between the telegraphers and the railroad, which was apparently acceptable to both sides.

IV.

GEORGIA RAILROAD AND BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN: 1909.

(Result of arbitration between the Georgia Railroad and its terminals and the Brotherhood of Locomotive Firemen and Enginemen.)

The arbitration proceedings described below involved on the one hand the Georgia Railroad, a corporation operating approximately 300 miles of railroad, with terminals in the city of Atlanta, and on the other about 80 employees of the company, including firemen, enginemen, and hostlers. Arbitration proceedings followed unsuccessful efforts of Federal officials to adjust by mediation a disagreement between the railroad and the employees over a series of regulations proposed by the latter, governing conditions of employment. Stipulations for arbitration were agreed to May 29, 1909, the arbitrators being as follows:

David C. Barrow, chancellor University of Georgia, appointed by the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor.

Hilary A. Herbert, attorney, selected by the railroad company.

Thomas W. Hardwick, Member of Congress, selected by employees.

DEMANDS OF THE EMPLOYEES.

The regulations proposed by the employees, and submitted to arbitration, were embraced in a series of six articles designated by the letters of the alphabet (*a*) to (*f*), inclusive. Of these requests, articles (*a*), (*c*), and (*e*) embodied the paramount issues of the controversy, article (*a*) stipulating that the Georgia Railroad should not use negroes as locomotive firemen, nor as hostlers nor assistant hostlers, article (*c*) stipulating that all firemen when hired should be placed in freight yard or hostling service, the senior white firemen to have preference of engines and runs; and article (*e*), that passenger, through, local freight, and yard engines should not be blocked by nonpromotable men.

Article (*b*) contained proposed rules governing promotion and the class of service in which firemen should be placed when hired, and article (*f*), the stipulation that firemen should not be required to throw switches, flag street crossings or trains except in cases of emergency. No change in the wage scale was proposed other than as involved in article (*d*), which stipulated that hostlers should receive their existing rates of pay, assistant hostlers to be considered as yard firemen and paid yard firemen's rates; extra firemen when used as hostlers to receive the rate paid to hostlers.

FINDINGS OF THE BOARD OF ARBITRATION.

The hearings of the board of arbitration were conducted at Atlanta, Ga., beginning June 21, 1909, and ending June 26, when the board announced its award.

With respect to the request for the exclusion of negroes from employment in the occupations specified, the board awarded that negroes when employed in such positions should be paid the same wages as white men in similar positions. The award in response to this issue was concurred in by Arbitrators Herbert and Barrow, Arbitrator Hardwick dissenting in the following statement:

In so far as the above finding permits the continued employment of negro firemen by the Georgia Railroad, I dissent therefrom, because I believe from the evidence that such employment is a menace to the safety of the traveling public. In so far as such finding requires that when negroes are so employed, they shall receive the wages equal to those paid to white men, I concur therein, believing that such requirement, by removing the principal incentive for their employment, will result in the speedy elimination of this cheaper labor, and a consequent improvement of the service.

The regulations requested by the employees in article (d) were awarded by the board, and the proposals contained in articles (c) and (f) disallowed, Arbitrator Hardwick dissenting from the decision of the board with respect to article (c). With modifications in certain details, the employees were also awarded the rules requested in articles (b) and (e).

The award of the board of arbitration as compared with the requests of the employees is shown below in detail, the articles of the requests and the awards being shown in parallel columns. With the exception of changes in the rules governing seniority and promotions, no material modifications of the working conditions in effect on the railroad before the award were involved in the various findings of the board.

ARTICLE A.

REQUESTS OF THE LOCOMOTIVE FIREMEN, ENGINEMEN, AND HOSTLERS.

That the Georgia Railroad Co. and its terminals at Atlanta will not use negroes as locomotive firemen on the road or in the yards, nor as hostlers nor assistant hostlers.

AWARD OF THE BOARD OF ARBITRATION.

The Georgia Railroad, when using negroes as locomotive firemen on the road or in the yards, or as hostlers, or as hostlers' helpers, shall pay them the same wages as white men in similar positions.

ARTICLE B.

That firemen shall have three years' experience before being promoted to the position of engineer, and shall be promoted in the order of their seniority, provided they are able to pass all reasonable examinations. If they refuse or fail to pass the first examination, they will be reduced to freight service without losing their seniority, and the next senior man in turn will be called on to pass. Failing on second examination, they will be reduced to bottom of extra list or disposed of as the company desires. White firemen now in the service who are physically incapacitated for service will not be subject to this rule. When firemen are promoted to the position of engineer, they shall be given certificate of promotion signed by the examiner.

Firemen in the line of promotion to the position of engineer shall have three years experience before being promoted to the position of engineer, and shall be promoted in the order of their seniority, provided they are able to pass all reasonable requirements and examinations. If they refuse or fail to pass the first examination, they will be reduced to freight service without losing their seniority, and the next senior man in turn will be called on to pass. Failing on the second examination, they will be reduced to bottom of extra list, or disposed of as the company desires. Firemen now in the service who are physically incapacitated for service will not be subject to this rule. When firemen are promoted to the position of engineer, they shall be given certificate of promotion, signed by the examiner.

ARTICLE C.

That all firemen when hired shall be placed in freight, yard, or hostling service, and the senior white firemen shall have preference of engines and runs.

We find against the proposition embraced in submission (c).

ARTICLE D.

That all hostlers shall receive their present rate of pay; assistant hostlers shall be considered as yard firemen, and paid yard firemen's rates; extra firemen, when used as hostlers, shall receive the rate paid to hostlers.

That all hostlers shall receive their present rate of pay; assistant hostlers shall be considered as yard firemen, and paid yard firemen's rates; extra firemen, when used as hostlers, shall receive the rate paid to hostlers.

ARTICLE E.

That passenger, through, local freight, and yard engines will not be blocked by nonpromotable men.

We find for the proposition embraced in submission (e) in the following form: In assigning vacancies to firemen, seniority alone shall not control, though it may be considered in connection with the efficiency, and with the necessity where it exists of giving experience to candidates for promotion to the position of engineer.

ARTICLE F.

That firemen will not be required to throw switches, flag street crossings or trains, except in cases of emergency.

We find against the proposition embraced in submission (f).

V.

ILLINOIS CENTRAL RAILROAD, YAZOO & MISSISSIPPI VALLEY RAILROAD, AND INDIANAPOLIS SOUTHERN RAILROAD AND ORDER OF RAILROAD TELEGRAPHERS: 1909.

(Arbitration between the Illinois Central Railroad Co., the Yazoo & Mississippi Valley Railroad Co., and the Indianapolis Southern Railroad Co. and the Order of Railroad Telegraphers.)

A controversy which arose in 1909 between the Illinois Central Railroad and its subsidiaries, referred to above, and the Order of Railroad Telegraphers, respecting rates of pay and working conditions of members of this order in the service of the railroads, was, by agreement in writing dated September 17, 1909, submitted to arbitration under the terms of the Erdman Act. Approximately 1,400 employees, including those exclusively engaged in telegraph service, as well as telegraphers who also performed the duties of station agent, etc., were embraced in this movement. The board of arbitration selected to hear the case was composed as follows:

B. H. Meyer, chairman of the Railroad Commission of Wisconsin, appointed by the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor.

Ira G. Rawn, president of the Monon Route, selected by the Illinois Central Railroad Co.

John A. Newman, vice president Order of Railroad Telegraphers, selected by the employees.

The board of arbitration was organized with Mr. Meyer as chairman and conducted hearings in the Federal building at Chicago from January 17 to January 21, 1910, inclusive. The arbitration award was announced February 7, 1910.

DEMANDS OF EMPLOYEES.

The proposals of the employees for changes in working conditions and rates of pay were embodied in a series of articles designated by the numbers 1 to 5, inclusive. Article 1 related to the basis of a day's work, article 2 to the rate of compensation to be allowed for overtime work, article 3 to the allowance of extra compensation for certain special services, and article 4 to compensation and conditions to obtain in connection with work performed on Sunday. In article 5 the employees requested that an increase in wages be granted equal in amount to 10 per cent of the existing rates.

In paragraphs (a), (b), and (c) of article 1 the employees proposed that at offices where but one telegrapher, two telegraphers, or one day and one night telegrapher, respectively, were employed, 10 consecutive hours, including meal hour, should constitute a day's work. Paragraphs (d) and (e) proposed that in offices where three telegraphers or more than three telegraphers, respectively, were employed, 8 consecutive hours should constitute a day's work, paragraph (e) also to apply to telegraphers in dispatching offices. In

paragraph (f) the employees stipulated that 7 hours should constitute a day's work for telegraphers working a split trick, no trick to be split more than once.

In paragraph (g) of this article it was requested that telegraphers, except those working 8 hours or less, be allowed 1 hour for meals between 11.30 and 2, day or night, and in case of the meal hour being curtailed on account of wire work or meeting or blocking trains, that 1 hour overtime be allowed, and if regular meal hour is missed, an allowance of 30 minutes for lunch at the first opportunity.

Paragraph (a) of article 2 proposed an overtime rate of 35 cents and 45 cents per hour, respectively, in certain specified groups of offices. Paragraph (b) proposed an allowance of 35 cents for meeting trains within 1 hour after the expiration of regular hours, such employee to remain on duty 1 hour if necessary, and if detained more than 1 hour to receive overtime thereafter.

In paragraph (a) of article 3 the employees requested an increase from \$7.50 to \$10 per month in the allowance for operating gasoline pumps; paragraph (b) stipulated that telegraphers at stations where section men resided should be relieved of the duty of attending switch or fixed signal lights, except train-order signals; and paragraph (c) an allowance of 50 cents per light per month for attending such lights at stations where such service was required of telegraphers.

Article 4 requested that telegraphers, except those working 8 hours or less, required to work Sunday, be paid overtime at overtime rates for such service, telegraphers working 8 hours or less to be excused from Sunday and holiday duty, where practicable, without reduction of pay.

FINDINGS OF THE BOARD OF ARBITRATION.

In response to the issues involved in articles 1 to 4, inclusive, of the requests of the employees, the board of arbitration in its award ordered changes in the preexisting rules governing working conditions and compensation for work performed after the expiration of the regular hours of service which involved, as estimated by the board, an increase in the annual wage payments of the company to its telegraphers of \$50,000. The award in detail in response to these issues was as follows:

ARTICLE 1.

Eight consecutive hours shall constitute a day's work for telegraphers in (X) office, Chicago; (MN) office, Mounds; (BD) office, New Orleans; and (GO) office, Memphis. The regular overtime rate at the above offices 45 cents per hour.

ARTICLE 2.

Nine consecutive hours of service shall constitute a day's work for telegraphers employed at the following branch offices: (K) office, Cherokee, Iowa; (GD) office, Fort Dodge, Iowa; (KB) office, Dubuque, Iowa; (DR) office, Freeport, Ill.; (CO) office, Clinton, Ill.; (HU) office, Kankakee, Ill.; (Z) office, Mattoon, Ill.; (HA) office, Champaign, Ill.; (CD) office, Carbondale, Ill.; (FU) office, Fulton, Ky.; (DS) office, Princeton, Ky.; (UD) office, Louisville, Ky.; (JO) office, Jackson, Tenn.; (CD) office, Water Valley, Miss.; (MC) office, McComb, Miss.; (CR) office, Corinth, Miss.; (DS) office, Memphis, Tenn.; (DE) office, Greenville, Miss.; (DOD) office, Wilson, La.; (CD) office, Indianapolis, Ind.

The above enumeration shall not prevent the employer and employees from agreeing upon a designation of dispatchers' offices different from the above list.

ARTICLE 3.

Telegraphers working 10 hours or more will be given 15 days leave of absence annually without loss of pay. Leave of absence shall be granted at such time or times as may be mutually agreed upon between employees and employer. If in any year, for sufficient reasons, an employee does not receive the full leave of absence, the employer shall compensate such employee at a pro rata rate for such part of the 15 days not granted: *Provided*, That nothing herein contained shall prevent the employer and the employee from agreeing in particular cases upon a cumulative period of leave of absence.

ARTICLE 4.

Seven hours of service shall constitute a day's work for telegraphers working split tricks at any place, and no trick to be split more than once.

In denying the proposal for a wage increase contained in article 5, the following statement was made by the board:

The next finding relates to the extent of the grant, if any, which can be made in excess of the grants made by virtue of the previous findings. Findings 1 to 4, inclusive, absorb about \$50,000 per annum, or, approximately, one-fifth of the total surplus from operation remaining for distribution among the various claimants. A careful analysis of the financial reports of the railway companies involved in this proceeding does not reveal any appreciable resources available for present purposes in excess of the aforesaid \$251,000.

In connection with the above finding an extended statement was made by the board relative to the claims of the stockholders, the employees, and the public to participation in the surplus earnings of the railroad and to the relative merits of the claims of telegraphers and other classes of employees for an increase in wages. In conclusion, the board states in part:

In view of considerations like those that have just been stated, we can not lead ourselves into the conclusion, in justice to other classes of employees and in justice to the respective companies, that we can consistently, fairly, and justly make awards to the telegraphers in excess of those already made. We regret that this must be our conclusion; but the facts as we see them compel this conclusion, and we wish to state again that it is our impression, although we can not state it as our final conclusion for the reason as aforesaid, that other classes of wage earners have not had a hearing upon this matter; that the telegraphers might well be regarded as preferred claimants to surpluses available for wage increases accruing from operations of the railways in the future. That is, we have a feeling that at the first opportune and suitable time when the Illinois Central Railroad Co. and affiliated companies can afford a wage increase the telegraphers should be the first to receive favorable consideration.

In connection with the various changes in working conditions proposed for consideration by the arbitration board, the suggestion was incidentally made that agents and telegraphers after five years or more service with the company should be granted annual passes. In response to this suggestion the board, after stating that this was something which could not be required by statute nor enforced by order of a board of arbitration, further stated:

In view of the annual leave of absence awarded agents and telegraphers by this board, the annual pass receives an enhanced value, because of the greater opportunity offered for its use. We therefore respectfully recommend to the management of the railway companies, parties to these proceedings, that they grant to their respective agents and telegraphers who have been in their employ for five years or more an annual pass during the continuance of their employment as agents and telegraphers.

As to the other proposals the award stated:

Except in so far as modified by the above finding, no change shall be made in the wages or working conditions of the employees party to this arbitration, on account of the determinations and conclusions of this board of arbitration.

The arbitration award was signed by each of the three members of the board, J. A. Newman, the arbitrator selected by the employees, stating:

I concur in the above findings of the board, except in the refusal to grant the increase in wages.

APPLICATION OF THE AWARD.

By a comparison of the official schedule of rules and regulations in force on the Illinois Central system immediately before the award of the board of arbitration with the schedule framed in conformity with the decision of the board, the following changes in rates of pay and working conditions are shown to have been made as a result of the arbitration.

(A) RATES OF PAY.

A comparison of the old and new schedules shows that as a result of the arbitration award the overtime rate of 35 cents per hour at (BD) office, New Orleans, and (X) office, Chicago, and of 25 cents per hour at all other offices, was increased to a rate of 45 cents per hour at (X) office, Chicago; (BD) office, New Orleans; and (MN) office, Mounds.

(B) WORKING CONDITIONS.

The basis of a day's work in offices operated continuously day and night where three or more telegraphers were employed in service covered by the 9-hour provision of the hours-of-service law was fixed at 9 consecutive hours compared with a day of 11 hours, including meal hour, prior to the award.

The basis of a day's work for telegraphers in (X) office, Chicago; (MN) office, Mounds; and (BD) office, New Orleans, was fixed at 8 consecutive hours, as compared with a day of 10 consecutive hours, including 1 hour for meals, at the designated Chicago and New Orleans offices, prior to the award.

The hours of service of telegraphers working split tricks were reduced by the award from 8 to 7 hours per day.

The basis of a day's work for copy operators and all other operators located in dispatching offices was fixed in the later schedule at 9 hours per day as compared with the former basis of 9 hours for copy operators and $10\frac{1}{2}$ hours, including 1 hour for meals, for all other operators located in dispatching offices.

In conformity with the award the new schedule provided for an allowance of 15 days annual leave of absence with pay for telegraphers working 10 hours or more per day, no stipulation for leave of absence with pay having been contained in the schedule in effect before the arbitration.

VI.

EIGHT RAILROADS LEADING OUT OF CHICAGO AND SWITCHMEN'S UNION OF NORTH AMERICA: 1910.

THE SWITCHMEN'S CASE OF 1910.

In 1910 there was an arbitration of certain requests made by the yardmen employed by a number of western railroads. The parties to the arbitration proceedings were the conference committee of general managers representing Chicago & Eastern Illinois Railroad (Chicago switching district); Chicago Great Western Railroad (system, except Twin Cities); Chicago, Rock Island & Pacific Railway (system, except Inver Grove); Chicago Terminal Transfer Railroad (system); Lake Shore & Michigan Southern Railroad (specified yards); Michigan Central Railroad (west of Detroit River); Pere Marquette Railroad (system); Wisconsin Central Railway (Chicago switching district), and the Switchmen's Union of North America, representing approximately 3,100 yardmen in the employ of the railroads designated above. Under date of January 19, 1910, employers and employees entered into a written agreement to submit to arbitration under the terms of the so-called Erdman Act a request of the employees for certain designated increases in rates of pay.

A review of the controversy which preceded the agreement to arbitrate shows that the employees on December 13, 1909, submitted to the employers a request in writing for increases in rates of pay and for changes in rules governing working conditions, the proposed changes being embodied in a series of articles designated by the numbers 1 to 12, inclusive. On January 5, 1910, the conference committee of managers and representatives of the switchmen's union joined in a telegram to the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor requesting their action in the capacity of mediators under the terms of the Erdman Act. As a result of mediation proceedings certain articles were eliminated, agreement was reached on others, and arbitration was agreed to with respect to the following proposal for a change in the wage scale relative to rates of pay of yardmen on the Chicago lines:

(1) Day foremen, 41 cents per hour; night foremen, 43 cents per hour; day helpers, 38 cents per hour; night helpers, 40 cents per hour.

(2) An advance of 6 cents per hour shall apply to all yards on Chicago lines.

(3) All switch-tenders, towermen, and assistant yardmasters now receiving less than helpers' pay shall receive a corresponding increase.

The board of arbitration was organized March 4, 1910, and was composed as follows:

Stephen S. Gregory, lawyer, chairman, appointed by the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor.

Carl R. Gray, vice president St. Louis & San Francisco Railway, selected by conference committee of managers.

S. E. Heberling, vice president Switchmen's Union of North America, selected by employees.

Hearings were held in the Federal Building at Chicago. The evidence given before the board was by agreement confined to the situation in the Chicago switching district with the understanding that the final decision should be applied in all the yards expressly made subject to the arbitration. The decision of the board was announced March 22, 1910.

FINDINGS OF THE BOARD OF ARBITRATION.

The findings of the board of arbitration on the proposed changes in the wage scale were set forth in the concluding paragraphs of the award and provided for an increase of 3 cents per hour in the wages of switchmen, and for an increase of \$5 per month in the compensation of switch tenders and tower men in terminals and yards where one or more switch engines and switching crews were employed. The conclusions of the board with respect to testimony offered during the course of the arbitration were set forth in a series of articles, which may be summarized as follows:

(1) The scale of wages in force at the time of the arbitration was adopted in November, 1906. The cost of living in Chicago and territory immediately adjacent had in the meantime increased approximately 25 per cent.

(2) The relative efficiency of switchmen in the Chicago district had increased since 1906, due to the use of improved equipment, such as larger and more modern engines and cars. The board also inclined to the opinion that the individual efficiency or expertness of switchmen, man for man, in the yards in the Chicago district was somewhat greater in 1910 than in 1906.

(3) There had been wage increases in many if not most other crafts and callings since 1906 in Chicago.

(4) The hazards of employment to yardmen, including switchmen, in the Chicago switching district had not increased since 1906. The tendency of improved equipment and methods had been to reduce the risks of such employment, although the fact remained that switching is a highly hazardous occupation, and that such hazards can not be ignored in estimating the proper compensation of those engaged in it.

(5) On a basis of 27 days' work per month at the rate of 10 hours per day, the average monthly earnings of switchmen in the Chicago district, as nearly as such earnings could be ascertained, varied from \$85 to \$100 per month.

(6) In 1902, and again in 1906, increases were granted the switchmen, and immediately following increases were granted to the engineers, firemen, conductors, and brakemen.

(7) Reviewing the testimony offered with respect to the financial status of each line involved, the board found that certain of the roads were dividend-paying properties and that others during the past three years had not earned the interest on their funded debt. It was held that the board should endeavor to adapt its findings to the average

financial condition of the lines involved rather than to the condition of the most prosperous road or of the road least able to pay increased wages.

(8) The interests of those holding the stocks and bonds of the railroads involved, in the opinion of the board, required the continued operation of these roads, and the board was further of the opinion that these companies must be regarded as able to pay operating costs, including just and reasonable wages to the class of employees parties to the arbitration.

(9) The cost of equipment and railway supplies to the railroads concerned in the arbitration had considerably increased since 1906.

(10) The agreement to arbitrate provided for a joint arbitration to which there were virtually two parties. While it was not improper to consider the pecuniary circumstances of each railroad company, the board overruled the suggestion of counsel for the railways that the proceedings must be considered as a separate arbitration between each railroad concerned and its switchmen.

(11) The board overruled the suggestion made for the railroads that the making of an award against a road not earning its operating expenses would be to deprive such road of property without due process of law. The authority of the board being derived from the agreement of the parties, it was held that such an award must be deemed a voluntary concession on the part of the railway company, and not the exercise of power against it.

In articles 12 and 13 the board awarded an increase in rates of pay of the employees parties to the award, as follows:

(a) From all the evidence we find there should be an increase in the wages of all switchmen in the yards in the Chicago district employed by the railroads concerned in this arbitration of 3 cents per hour, and we award that the said existing wage scale of all the switchmen of all classes shall be increased accordingly, and as thus increased shall be paid by the railroads concerned in this arbitration in the Chicago switching district, and that in all other yards operated by the railroads concerned in this arbitration and covered by the agreement of arbitration a like increase per hour shall apply; and that such increase, both in Chicago territory and elsewhere, shall be retroactive as of February 10, 1910, and shall apply from that date.

(b) As to assistant yardmasters, we award no increase. As to all switch tenders and towermen in terminals and in yards where one or more switch engines and switching crews are employed and governed by this arbitration, we find that a horizontal increase of \$5 per month in their compensation shall be made, and we award such increase and order and direct that it be made retroactive as of the 10th of February, A. D. 1910.

The arbitration award was concurred in by the chairman, S. S. Gregory, and by arbitrator Heberling for the employees, arbitrator C. R. Gray, on the part of the conference committee of managers, dissenting from the majority opinion of the board.

In memoranda submitted by Mr. Gray it was stated in substance that his opinion was based solely upon the fundamental principle that until a greater income could be insured at least three of the parties involved in the controversy an increase in wages could not be granted without inflicting irreparable injury. It was further urged that the income of the railroads per ton-mile and per passenger-mile was constantly decreasing, that individual States had reduced the passenger rate $33\frac{1}{2}$ per cent, and that State commissions and the Interstate Commerce Commission had been and were constantly engaged in making far-reaching reductions in rates.

With respect to the factor of tonnage efficiency, it was urged in the dissenting opinion that this was an imperfect fundamental because it varied from day to day according to the flow of business and the change in the unit (car or engine) employed; that the employees themselves did not recognize it as between yards or as between crews; that they would not admit it to be a fundamental upon which a reduction in wages should be allowed if the average tonnage per man should be reduced; that its application served to directly withdraw from the railroad any opportunity through the payment of vast sums of money in the purchase of heavier engines and cars to recoup themselves for wage increases already granted.

APPLICATION OF THE AWARD.

In the series of statements which follow comparative figures of the rates of pay of switchmen before and after the arbitration are presented for the several railroads parties to the award. Considered in terms of percentages it will be noted that the increases ranged from a minimum of 8.1 to a maximum of 11.5 per cent, with but slight variations between the different roads. The statement below sets forth the rates of pay in the Chicago switching district before and after the award, a uniform scale of wages in this district having prevailed on all roads. The minimum percentage of increase as shown by this statement was 8.1 and the maximum 9.4 per cent.

	Rate per hour.		Increase.	
	Before award.	After award.	Amount.	Per cent.
Chicago yards:	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Day foremen.....	35	38	3	8.6
Night foremen.....	37	40	3	8.1
Day helpers.....	32	35	3	9.4
Night helpers.....	34	37	3	8.8

The comparison of rates of pay for switchmen before and after the arbitration in the case of the Chicago, Rock Island & Pacific Railway Co., exclusive of yards in which the Chicago rate prevailed, is shown in the table below. The percentage of increase in the rates of pay of day foremen, as shown by this table, varied from 8.8 to 10.3 per cent. In the case of day helpers, the increases ranged from 9.7 to 11.5 per cent. Night foremen show increases of from 8.3 to 9.7 per cent; and night helpers, increases of from 9.1 to 10.7 per cent.

Chicago, Rock Island & Pacific Ry. Co.

	Rate per hour.		Increase.	
	Before award.	After award.	Amount.	Per cent.
YARDS.				
Group 1: ¹	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Day foremen.....	34	37	3	8.8
Night foremen.....	36	39	3	8.3
Day helpers.....	31	34	3	9.7
Night helpers.....	33	36	3	9.1
Group 2: ²				
Day foremen.....	33	36	3	9.1
Night foremen.....	35	38	3	8.6
Day helpers.....	30	33	3	10.0
Night helpers.....	32	35	3	9.4
Group 3: ³				
Day foremen.....	32	35	3	9.4
Night foremen.....	34	37	3	8.8
Day helpers.....	30	33	3	10.0
Night helpers.....	32	35	3	9.4
Group 4: ⁴				
Day foremen.....	31	34	3	9.7
Night foremen.....	33	36	3	9.1
Day helpers.....	28	31	3	10.7
Night helpers.....	30	33	3	10.0
Group 5: ⁵				
Day foremen.....	29	32	3	10.3
Night foremen.....	31	34	3	9.7
Day helpers.....	26	29	3	11.5
Night helpers.....	28	31	3	10.7
Group 6: ⁶				
Day foremen.....	29	32	3	10.3
Night foremen.....	31	34	3	9.7
Day helpers.....	27	30	3	11.1
Night helpers.....	29	32	3	10.3
Group 7: ⁷				
Day helpers.....	29	32	3	10.3

¹ Clinton, Iowa; Leavenworth and Herington.² Memphis, Little Rock, Haileyville, Shawnee, Albert Lea, Muscatine, Eldon, Iona, Trenton, Horton, El Reno, and Chickasha.³ McAlister and Oklahoma City.⁴ Seneca, Bureau, Fairbury, Belleville, Phillipsburg, Goodland, Lemon, Waterloo, Eldon, Mo., McFarland, Hutchinson, Pratt, Liberal, Wichita, Caldwell, and Waurika.⁵ Morris, West Liberty, Atlantic, Lincoln, Burlington, Iowa Falls, Estherville, Keokuk, and Enid.⁶ Booneville, Ark.⁷ Wilburton.

As a result of the arbitration, switchmen in the employ of the Chicago Great Western, in the yards in which the rates for the Chicago switching district were not in force, received the following percentages of increase in rates of pay:

Chicago Great Western Ry. Co.

	Rate per hour.		Increase.	
	Before award.	After award.	Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Day foremen.....	34	37	3	8.8
Night foremen.....	34	37	3	8.8
Day helpers.....	31	34	3	9.7
Night helpers.....	31	34	3	9.7

On the Lake Shore & Michigan Southern Railroad, as can be seen from the following table, the increases in rates of pay of switchmen, in the yards covered by the award, ranged from 8.3 to 9.7 per cent.

Lake Shore & Michigan Southern R. R. Co.

	Rate per hour.		Increase.	
	Before award.	After award.	Amount.	Per cent.
Specified yards: ¹	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Day foremen.....	34	37	3	8.8
Night foremen.....	36	39	3	8.3
Day helpers.....	31	34	3	9.7
Night helpers.....	33	36	3	9.1

¹ Buffalo, Erie, Ashtabula, Ashtabula Harbor, Youngstown, Sharon, Cleveland, Sandusky, Toledo, Detroit, West Detroit, Elkhart, South Bend, and La Porte.

As a result of the arbitration award switchmen employed by the Michigan Central Railroad, in yards east of Chicago and in transfer crews at Joliet, received increases in rates of pay varying from 8.3 to 9.1 per cent.

Michigan Central R. R. Co.

	Rate per hour.		Increase.	
	Before award.	After award.	Amount.	Per cent.
Yards east of Chicago, including South Bend transfer crews at Joliet:	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Day foremen.....	34	37	3	8.8
Night foremen.....	36	39	3	8.3
Day helpers.....	31	34	3	9.7
Night helpers.....	33	36	3	9.1

A comparison of the rates of pay before and after the arbitration of switchmen employed in the various yards of the Pere Marquette Railroad outside of Chicago is presented in the table below. The increases in rates of pay as a result of the arbitration were practically the same as have been noted in the case of the railroads referred to above.

Pere Marquette R. R. Co.

	Rate per hour.		Increase.	
	Before award.	After award.	Amount.	Per cent.
YARDS.	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Group 1: ¹				
Day foremen.....	34	37	3	8.8
Night foremen.....	36	39	3	8.3
Day helpers.....	31	34	3	9.7
Night helpers.....	33	36	3	9.1
Group 2: ²				
Day foremen.....	34	37	3	8.8
Night foremen.....	35	38	3	8.6
Day helpers.....	31	34	3	9.7
Night helpers.....	32	35	3	9.4
Group 3: ³				
Day foremen.....	31	34	3	9.7
Night foremen.....	32	35	3	9.4
Day helpers.....	27	30	3	11.1
Night helpers.....	28	31	3	10.7
Group 4: ⁴				
Day foremen.....	30	33	3	10.0
Night foremen.....	31	34	3	9.7
Day helpers.....	26	29	3	11.5
Night helpers.....	27	30	3	11.1

¹ Toledo, Detroit, and Rougemere.

² Saginaw, Bay City, Ludington, Muskegon, and Grand Rapids.

³ Port Huron.

⁴ Flint, Ionia, Benton Harbor, St. Joseph, Traverse City, Plymouth, Lansing, and other yards.

VII.

CLEVELAND, CINCINNATI, CHICAGO & ST. LOUIS RAILWAY AND ORDER OF RAILROAD TELEGRAPHERS: 1910.

(Arbitration between the Cleveland, Cincinnati, Chicago & St. Louis Railway Co. (including the Peoria & Eastern Railway) and the Order of Railroad Telegraphers.)

The controversy reviewed in this section involved stipulations submitted to the Cleveland, Cincinnati, Chicago & St. Louis Railway by the Order of Railroad Telegraphers respecting the conditions of employment of approximately 1,050 members of this order in the service of the railroad. By agreement in writing dated January 29, 1910, the matter was submitted to arbitration under the terms of the Erdman Act, the board of arbitration being composed as follows:

William J. Kerby, professor of sociology Catholic University of America, appointed by the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor.

Horace Baker, general manager of the Queen & Crescent Route, selected by the railway company.

J. J. Dermody, vice president of the Order of Railroad Telegraphers, selected by the employees.

Arbitration hearings were begun in Cincinnati on March 7, 1910, and the arbitration award was announced March 28 following.

DEMANDS OF EMPLOYEES.

The requests of the employees, as submitted to arbitration, were embodied in a series of 10 articles designated by the letters of the alphabet, (a) to (j) inclusive. Of these requests article (a) defined the classes of employees embraced in the word telegraphers as used in the schedules of rules and rates of pay submitted to arbitration; article (b) defined the basis of a day's work; articles (c) and (d) contained proposed rates of pay for overtime work, and article (e) involved the conditions under which time should be allowed for meals and compensation for work performed during the meal hour.

In article (f) it was proposed that telegraphers should be relieved from the performance of certain specified classes of work, and article (g) contained proposed rules governing seniority. In article (h) the employees stipulated that telegraphers who had been in the service one year or longer should be allowed 15 days leave of absence each year with pay. Article (i) proposed that telegraphers handling crossing gates be allowed \$7.50 per month in addition to the rate shown in the wage schedule; and article (j) proposed that telegraphers be granted a wage increase amounting in the aggregate to \$11,941.50 per month.

FINDINGS OF THE BOARD OF ARBITRATION.

The improvements in conditions of employment secured by the employees as a result of the arbitration award included an increase in wages amounting in the aggregate to \$3,400 per month, an allowance of \$5 per month in the case of telegraphers required to handle crossing gates, relief from certain so-called special duties in certain contin-

gencies, and a stipulation that telegraphers whose hours of duty were 10 or more per day who were required to render any service on 12 or more Sundays in the year, and who had been in the service of the company two or more years, should be given 15 days vacation annually with pay, or in lieu thereof additional compensation for 15 days at their regular rates of pay.

In response to the issues involved in article (a) of the rules requested by the employees, the board of arbitration awarded that all telegraph operators, telephone operators, station agents, and levermen specified in the schedule of rules and rates of pay established by the award should be considered telegraphers, should be governed by the regulations, and should be paid the rates awarded. As contrasted with the request of the employees, the award with respect to this article differed from the request only by the omission of car distributors from the operation of the schedule.

The findings of the board were concurred in by each member, Chairman Kerby adding the following statement:

The rates of pay and the conditions granted in the above award are not, so far as my part in the division is concerned, to be construed as giving all that the telegraphers might in other conditions legitimately ask, either in the way of compensation or working conditions. The period of depression from which business is just emerging, and the consequent physical and financial conditions of the railroads have, however, been taken into consideration, and on this account larger concessions have been refused.

THE AWARD IN DETAIL.

The detailed requests of the employees as compared with the findings of the board of arbitration are shown below, the articles of the requests and the award being shown in parallel columns.

ARTICLE A.

REQUESTS.

That all telegraph and telephone operators and car distributors, also station agents and linemen specified in this schedule will be considered "telegraphers" within the meaning of these articles, irrespective of title by which designated or character of service performed, and will be governed by the regulations and paid at the rates specified therein.

AWARD.

All telegraph operators, telephone operators, also station agents, and linemen specified in the schedule will be considered "telegraphers" within the meaning of these articles, irrespective of title by which designated, or character of service performed, and will be governed by the regulations and paid at the rates specified herein.

ARTICLE B.

1. That where but one telegrapher is employed in 24 hours, 10 consecutive hours, commencing at 7 a. m. or 7 p. m., including meal hour, will constitute a day's work.

2. Where two or more telegraphers are employed, 8 consecutive hours will constitute a day's work.

1. Where but one telegrapher is employed in 24 hours, 12 consecutive hours, including meal hour, commencing between 6 and 8 a. m. or 6 and 8 p. m., will constitute a day's work.

2. Where two or more telegraphers are employed, 9 hours will constitute a day's work.

ARTICLE C.

That telegraphers will be paid overtime at the rate of 35 cents per hour for all time worked outside of regular hours. If called back to the office after being relieved from duty, an allowance of 50 cents will be made, and if kept on duty more than 1 hour, overtime will be allowed at the rate of 35 cents per hour after the first hour.

Telegraphers will be paid overtime at the rate of 25 cents per hour for all time worked outside of regular hours. If called back to the office after being relieved from duty, an allowance of 50 cents will be made, and if kept on duty more than 1 hour, overtime will be allowed at the rate of 25 cents per hour after the first hour.

ARTICLE D.

1. That telegraphers required to meet trains within 1 hour after their regular working hours will receive 35 cents for such service and regular overtime thereafter.

2. Telegraphers required to meet trains later than 1 hour after their regular working hours will receive 50 cents for such service and regular overtime thereafter.

1. Telegraphers required to remain on duty to meet trains after the expiration of their regular assigned hours will receive 25 cents for each hour so held.

2. Telegraphers required to meet trains after being relieved will receive 50 cents for such service and regular overtime after the first hour.

ARTICLE E.

That no time will be allowed for meals on tricks of 8 hours or less unless it is convenient to do so. Telegraph operators working tricks longer than 8 hours will be allowed 1 full hour for meals between 11.30 and 1.30, day and night, each day. When they can not be excused between these hours, they will be paid 35 cents and allowed 1 hour for meals as soon thereafter as practicable.

No time will be allowed for meals on tricks of 9 hours or less unless it is convenient to do so. Telegraphers working tricks longer than 9 hours will be allowed 1 full hour for meals between 11.30 and 1.30, day and night, each day. When they can not be excused between these hours, they will be paid 25 cents and allowed 1 hour for meals as soon thereafter as practicable.

ARTICLE F.

That telegraphers will not be required to handle switch, block or signal lamps; clean station platforms or grounds; oil interlocking plants where 8 or more levers are used; or clean snow from frogs or switches.

Where other employees are available telegraphers will not be required to clean station platforms or grounds; oil interlocking plants where 8 or more levers are used; or clean snow from frogs or switches, except in cases of emergency; not to handle switch, block or signal lamps, but will see that they are kept burning; this not to be construed to relieve telegraphers from care of train order signal lamp.

ARTICLE G.

That office seniority will rule in (AB) Indianapolis, (PD) Cincinnati, (M and GU) Cleveland, and a seniority list furnished the general chairman each January and July by the superintendent of telegraphers on any division who apply for vacancies in those offices will be given preference over telegraphers not in the service.

Telegraphers on any division who apply for vacancies in (AB) Indianapolis, (PD) Cincinnati, (M and GU) Cleveland, will be given preference over telegraphers not in the service.

ARTICLE H.

That telegraphers who have been in the service for one year or longer will be allowed 15 days leave of absence each year without loss of pay, the relief to be made in the order of their seniority.

Telegraphers whose hours of duty are 10 or more per day, who are required to render any service on 12 or more Sundays in the year and who have been in the service of the company two or more years, shall be given 15 days vacation annually with pay, or in lieu thereof, additional compensation for 15 days at their regular rates of pay.

ARTICLE I.

That telegraphers handling crossing gates will be allowed \$7.50 per month in addition to the rate shown in the wage scale.

Telegraphers handling crossing gates will be allowed \$5 per month in addition to the rate shown in the schedule.

ARTICLE J.

That an increase in wages amounting in the aggregate to \$11,941.50 per month be granted to telegraphers, such increase to be apportioned to the various positions in such manner as may be agreed upon between the management of the roads and the committee representing the employees: *Provided*, That in case an increase be granted and such apportionment can not be agreed upon within 15 days from the date on which the decision of the arbitrators is handed down, such increase shall be applied as a flat percentage on the respective rates of pay now in effect.

An increase in wages amounting in the aggregate to \$3,400 per month is granted to telegraphers, such increase to be apportioned to the various positions in such manner as may be agreed upon between management of the roads and the committee representing the employees: *Provided*, That in case such an apportionment can not be agreed upon within 15 days from the date on which the decision of the arbitrators is handed down, such increase shall be applied as a flat percentage on the respective rates of pay now in effect.

APPLICATION OF THE AWARD.

As compared with the wage increase requested by the employees, which would necessitate an addition of approximately 20 per cent to the annual wage disbursements of the railroad for telegraphers, the award of the board of arbitration involved an increase in the annual outlay to these employees of approximately 6 per cent over the total wage payments under the preexisting scale. Increases in the annual wage outlay for telegraphers were also made necessary by the findings of the board with respect to compensation for handling crossing gates and the allowance for vacation with pay.

Under article (i) of the arbitration award, provision was made for the payment of additional compensation of \$5 per month in the case of telegraphers required to handle crossing gates, no extra compensation for such services having been allowed under the rules in effect before the award. The concession of 15 days leave of absence with pay in certain contingencies, as awarded under article (h), may be compared with the rule in force before the award which provided for leave without pay at the convenience of the company.

As compared with the preexisting rule the effect of the decision of the board with respect to the issues involved in article (f) was to relieve telegraphers in the contingencies enumerated of the duty of oiling interlocking plants equipped with 8 or more levers.

A comparison of the official schedule of rules and rates of pay in effect before and after the award further shows that the rule respecting overtime in the new schedule stipulated that overtime should be paid for all time worked outside of regular hours as compared with the preexisting rule which provided for the payment of overtime for time worked after 12 hours of service.

The working conditions established as a result of the arbitration award with respect to the basis of a day's work, meal hour, and seniority, so far as can be ascertained from a comparison of the official schedules in effect before and after the award, involved no material change from the conditions existing before the arbitration.

VIII.

BALTIMORE & OHIO SOUTHWESTERN RAILROAD AND ORDER OF RAILROAD TELEGRAPHERS: 1910.

The controversy in this case involved proposals presented by the employees to the employer for a general increase in the wage scale and for changes in certain rules relative to seniority, hours of service, and special duties and privileges. An agreement to submit the controversy to arbitration was entered into February 17, 1910. Hearings before the board of arbitration were commenced March 14, the award being made on April 4. The proceedings embraced approximately 360 employees in the service of the railroad company, including operators, agents, and levermen, these employees being represented in the arbitration by officials of the Order of Railroad Telegraphers.

The board of arbitrators selected to hear the case was composed of the following members:

William J. Kerby, chairman, professor of sociology Catholic University of America.

George H. Groce, assistant to general manager Illinois Central Railroad, selected by employer.

J. J. Dermody, vice president Order of Railroad Telegraphers, selected by employees.

DEMANDS OF THE EMPLOYEES.

The proposal of the employees with respect to rates of pay included a request for an aggregate increase of 18.8 per cent in the wage scale of telegraphers and station agents over existing rates, an increase in the overtime rate from 25 cents to 35 cents per hour and at the general office (SG) Cincinnati to 40 cents, an increase in the rate for "the call and first hour" when called for duty outside of regular hours, from 50 cents to 60 cents; the payment of regular overtime rates for telegraph or station service performed on Sunday; the payment of extra compensation not to exceed \$10 per month to telegraphers required to handle United States mail; the payment of extra compensation not to exceed \$15 per month to telegraphers required to do pumping; and the payment of a commission of 15 per cent on commercial telegraph business to certain classes of agents handling such business.

The following changes or modifications in the existing schedule, stated in summary form, were requested by the employees with respect to seniority, hours of service, special duties, and special privileges:

Seniority to date from date first actual telegraph work was performed, seniority lists to be furnished the general chairman in January and July of each year.

A reduction in the hours of service per day from 12 to 10 consecutive hours, including meal hour at stations where but one telegrapher is

employed, and from 10 to 8 hours at offices where two or more telegraphers are employed besides the station agent; 10½ hours, including meal hour, to constitute a day's work for exclusive agents; a reduction from 12 to 8 hours in the period necessary to constitute a day's work for telegraphers performing duties at wrecks, washouts, and other emergency offices.

The company to provide the necessary help to relieve telegraphers from the duty of scrubbing floors and cleaning outbuildings. Telegraphers in service of the company two years or more to be granted 15 days annual leave of absence with pay, those having good records to be given in addition annual system passes.

AWARD OF THE BOARD OF ARBITRATION.

In response to the request of the employees involving rates of pay for regular, special, or overtime work, telegraphers and station agents enumerated in the schedule were awarded an increase of 6 per cent over existing rates of pay of such employees. The rate for overtime work at general offices (SG) Cincinnati was increased from 25 to 40 cents per hour, and telegraphers required to do pumping were awarded \$10 per-month extra compensation for such labor. In other respects no increases in rates of pay or changes or modifications in the existing standards of compensation were awarded.

In response to the request for the payment of extra compensation to telegraphers required to handle United States mail, the arbitration award contained the recommendation—

That the employer investigate the conditions under which the handling of United States mail is performed and where such duties work a hardship; it is further recommended that the employer make some arrangement which may relieve telegraphers of the actual labor in connection therewith.

A review of the decisions of the board, exclusive of those relating to rates of pay, shows that the award on the conditions noted was in substance as follows:

The rules relative to seniority, submitted to arbitration, were awarded substantially as requested by the employees.

The basis of a day's work in stations where two or more telegraphers employed besides the station agent was fixed at 9 consecutive hours; the basis of a day's work for exclusive agents fixed at 10½ consecutive hours, including meal hour; an 8-hour day awarded for telegraphers performing duty at wrecks, washouts, and other emergency offices of like character.

The company was required to provide the necessary help to relieve telegraphers from the duty of scrubbing floors and cleaning outbuildings.

Telegraphers whose hours of duty were 10 or more per day and who had been in the employ of the company two or more years were awarded 15 days annual leave with pay, or in lieu thereof, compensation for 15 days at their regular rates of pay.

In denying the proposal relative to the issuance of annual system passes, the statement was made by the board that "the arbitrators do not consider that the granting of passes is a proper subject of arbitration."

Following the award the board of arbitration made certain recommendations as follows:

(1) That where it may be lawfully done, the employer furnish annual division passes to those telegraphers who have been in the employ of the company three or more years, and have good records.

(2) That the proper representative of the employer negotiate with the commercial telegraph company doing business along its line of railroads, with a view to securing a commission for telegraphers handling such commercial telegraph business.

(3) If within 15 days the employer and the committee representing the telegraph operators and station agents can mutually agree upon a plan other than the flat increase for the distribution of the aggregate amount represented by the 6 per cent increase, the board recommends that it be done.

The arbitration award was signed by each of the three arbitrators, Mr. Dermody adding the following dissent:

I concur in the findings of the board, except in the matter of the increase granted, which is not sufficiently above the present rates of pay to meet the ordinary living expenses of many of the employees. I believe that the employer is financially able to meet all the requests made by the telegraphers and station agents for increased compensation.

THE AWARD OF THE BOARD AND THE REQUESTS OF EMPLOYEES COMPARED.

The detailed requests of the employees as compared with the findings of the board of arbitration are shown below, the articles of the requests and the awards being shown in parallel columns.

REQUESTS OF RAILROAD TELEGRAPHERS. AWARD OF THE BOARD OF ARBITRATION.

ARTICLE A.—*Seniority.*

(1) Shall seniority date from the date first actual telegraph work is performed?

(2) Shall seniority lists on each division be furnished the general chairman in January and July of each year?

(1) Seniority shall date from the day on which first actual work is performed.

(2) Seniority lists on each division shall be furnished the general chairman in January and July of each year.

ARTICLE B.—*Overtime.*

(1) Shall the overtime rate be increased from 25 to 35 cents per hour, or in any amount, regardless of locality, except at the general offices (SG), Cincinnati? Shall the overtime at the general offices (SG), Cincinnati, be fixed at 40 cents per hour?

(2) Shall the present rate of 50 cents for the call and first hour be increased to 60 cents or increased at all?

(3) Shall telegraphers performing telegraph or station service on Sundays receive pay at regular overtime rates?

(1) The overtime rate shall remain at 25 cents per hour except at the general offices (SG), Cincinnati, where it shall be 40 cents per hour.

(2) The present rate of 50 cents for call and first hour shall remain.

(3) Telegraphers shall not receive overtime pay for Sunday work.

ARTICLE C.—*Hours.*

(1) Shall 10 consecutive hours, including meal hour, constitute a day at stations where but one telegrapher is employed, and shall 8 consecutive hours constitute a day at offices where two or more telegraphers are employed besides the station agent?

(1) Twelve consecutive hours, commencing between 6 and 8 a. m. or 6 and 8 p. m., including meal hour, shall constitute a day's work at station where but one telegrapher is employed. 9 consecutive hours shall constitute a day's work at offices where two or more telegraphers are employed besides the station agent.

(2) Shall the 8-hour day be applicable to telegraphers performing duties at wrecks, washouts, and other emergency offices?

10½ consecutive hours, including meal hour, shall constitute a day's work for exclusive agents.

(2) Eight hours shall constitute a day's work for telegraphers working at wrecks, washouts, or other emergency offices of like character.

ARTICLE D.—*Special duties.*

(1) Shall the company provide necessary help to relieve telegraphers from the duty of scrubbing floors and cleaning outbuildings?

(1) The company shall provide necessary help to relieve telegraphers from the duty of scrubbing floors and cleaning outbuildings.

ARTICLE E.—*Special privileges.*

(1) Shall all telegraphers in service with the company two years or more be granted leave of absence each year for 15 days without loss of pay?

(1) Telegraphers whose hours of duty are 10 or more per day, and who have been in the employ of the company two or more years shall be given 15 days annual vacation with pay, or in lieu thereof additional compensation for 15 days at their regular rates of pay.

(2) Shall annual system passes be issued to all telegraphers in service with the company two years or more, who have good records?

(2) The arbitrators do not consider that the granting of passes is a proper subject for arbitration. Hence the board refuses to award annual system passes to all telegraphers.

ARTICLE F.—*Remuneration.*

(1) Shall telegraphers who are required to handle United States mail receive \$10 per month extra pay, or pay in any sum for this service?

(1) The arbitrators recommend that the employer investigate the conditions under which the handling of United States mail is performed, and where such duties work a hardship, it is further recommended that the employer make some arrangement which may relieve telegraphers of the actual labor in connection therewith.

(2) Shall telegraphers required to do pumping receive \$15 per month, or any sum as extra pay?

(2) Telegraphers required to do pumping shall receive \$10 per month extra compensation for such labor.

(3) Shall the following rule granting commission on commercial telegraph business become effective? At exclusive agencies first-trick operators, or where the agent-operator works first trick, they will be designated as manager of such offices. All managers of such offices will be allowed a commission of 15 per cent on all commercial telegraph business: *Provided, however,* That at exclusive agencies where there is no day operator and there is a night operator, then the night operator shall be known as manager and receive the commission.

(3) The employer being only indirectly concerned in the handling of commercial telegrams, the board of arbitration makes no ruling to affect existing conditions.

ARTICLE G.—*Wage scale.*

Shall the wages of the operators and station agents shown in the schedule be increased in the aggregate 18.8 per cent over the present rates, the same to be distributed in accordance with the schedule of wages submitted by the employees to the employer attached hereto and marked "Exhibit A"?

The wages of the telegraph operators and station agents enumerated in the schedule attached to the agreement for arbitration and dated February 17, 1910, shall be increased 6 per cent over the present rates of pay of said telegraph operators and station agents.

IX.

RAILROADS IN WESTERN TERRITORY AND BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN: 1910.

LOCOMOTIVE FIREMEN'S ARBITRATION IN WESTERN TERRITORY IN 1910.

HISTORY.

This arbitration was the result of a controversy that had its inception on or about December 27, 1909, when a series of conferences began between the managers' committee of certain designated western railroads and representatives of the Brotherhood of Locomotive Firemen and Enginemen representing the employees. These conferences, 21 in number, continued from December 27, 1909, to February 2, 1910, inclusive, and letters under date of December 27, 1909, January 15, 19, 22, 24, 27, 31, and February 1 and 2, 1910, were exchanged, all with the idea of attempting to reach an agreement on proposals made by the employees interested for increases in wages and certain changes in working conditions. These conferences and this correspondence, however, failed to bring about an agreement on any of the points in controversy. On March 5, the chairman of the managers' committee, W. C. Nixon, representing the railroads involved, requested mediation under the terms of the Erdman law, and on March 15, 1910, W. S. Carter, president of the Brotherhood of Locomotive Firemen and Enginemen, acting for the employees, accepted the offer to mediate the differences. As a result of this a mediation agreement settling all points in dispute between the parties, except that for an increase in wages, was signed March 23, 1910, and a part of this mediation agreement contained a stipulation agreeing to submit this question to arbitration under the provisions of the Erdman law, waiving the right of appeal and stating that the award of the board of arbitrators was to be final and conclusive.

The arbitration agreement was signed and entered into on the 25th day of March, 1910, by W. C. Nixon, chairman of the managers' committee, representing the railroads, and W. S. Carter, president of the Brotherhood of Locomotive Firemen and Enginemen.

SCOPE OF THE ARBITRATION.

The western railroads which were parties to the agreement were as follows:

Atchison, Topeka & Santa Fe Railway.	Chicago, Milwaukee & St. Paul Railway.
Atchison, Topeka & Santa Fe (Coast Lines)	Chicago, Rock Island & Pacific Railway.
Canadian Northern Railway.	Chicago, St. Paul, Minneapolis & Omaha
Chicago & North Western Railway.	Railway.
Chicago & Alton Railroad.	Chicago Terminal Transfer Railroad.
Chicago, Burlington & Quincy Railroad.	Chicago & Western Indiana Railroad and
Chicago Great Western Railroad.	Belt Railway of Chicago.
Chicago Junction Railway.	Colorado & Southern Railway.

Davenport, Rock Island & Northwestern Railway.
 Duluth, South Shore & Atlantic Railway.
 El Paso & Southwestern Railroad.
 Eastern Railway of New Mexico and Southern Kansas Railway of Texas.
 Fort Worth & Denver City Railway.
 Great Northern Railway.
 Gulf, Colorado & Santa Fe Railway.
 Houston East & West Texas Railway.
 Houston & Texas Central Railroad.
 Illinois Central Railroad.
 International & Great Northern Railroad.
 Indianapolis Southern Railroad.
 Kansas City, Mexico & Orient Railway.
 Kansas City Southern Railway.
 Missouri, Kansas & Texas Railway.
 Missouri Pacific-Iron Mountain System.
 Minneapolis, St. Paul & Sault Ste. Marie Railway.
 Minnesota Transfer Railway.

Mineral Range Railroad.
 Northern Pacific Railway.
 Oregon Railroad & Navigation Co.
 Peoria & Pekin Union Railway.
 Quincy, Omaha & Kansas City Railroad.
 San Pedro, Los Angeles & Salt Lake Railroad.
 St. Joseph & Grand Island Railway.
 St. Joseph Terminal Railroad.
 St. Louis & San Francisco Railroad.
 St. Louis, Brownsville & Mexico Railway.
 Southern Pacific (Pacific System).
 Southern Pacific (Atlantic System).
 San Antonio & Aransas Pass Railway.
 Spokane, Portland & Seattle Railway.
 Texas & Pacific Railway.
 Trinity & Brazos Valley Railway.
 Union Pacific Railroad.
 Wichita Valley Railway.

THE MATTERS IN CONTROVERSY.

Section 2 of the agreement, which contained the questions to be arbitrated, read as follows:

The questions to be arbitrated shall be the following requests that have been submitted to the employer by the employees, being embraced in article 1 of the propositions contained in the letter of the employees to employer of date January 24, 1910, as follows:

ARTICLE 1.

(a) Firemen in main line and branch passenger service shall be granted an increase of 25 cents per hundred miles or less.

(b) Firemen in through and irregular freight, mixed, work, wreck, gravel, helper, pusher, snow-plow, and branch service (except Mallet type engines) shall be granted an increase of 40 cents per 100 miles or less: *Provided*, That on simple engines having cylinders 24 inches or over in diameter and on compound engines weighing 215,000 pounds or more on drivers, firemen shall receive not less than \$3.85 per 100 miles or less.

(c) Firemen in local or way freight service shall be granted an increase of 10 per cent over through-freight rates as established at this conference.

(d) Firemen on Mallet type engines shall receive \$4.20 per 100 miles or less in all classes of service. This rate shall also apply on lines where the schedules provide for trip basis in helper or pusher service, in accordance with rules in effect.

(e) Firemen in yard service shall be granted an increase of 35 cents per day.

(f) Where rate of pay is provided for transfer service, firemen shall be granted an increase of 35 cents per day.

(g) On lines where rates of pay are negotiated through the B. of L. F. & E. committees for hostlers, switch engineers, and engine dispatchers, such employees shall be granted an increase of 50 cents per day.

(h) The above increases shall be based on rates of pay in effect January 1, 1910, except that the differential as between through and local freight shall be based on the through freight rate established at this conference. Overtime shall be paid for pro rata.

The employees appointed Timothy Shea, of Peoria, Ill., to act as a member of this board of arbitration and the employers appointed W. R. Scott, and these two arbitrators notified Martin A. Knapp, chairman of the Interstate Commerce Commission, on April 2, 1910, that they were unable to agree upon a third arbitrator and asked that he appoint one as provided by law. In compliance with this request and by virtue of the authority conferred upon them (the chairman of the Interstate Commerce Commission and the Commis-

sioner of Labor) by the terms of the Erdman law, announced the appointment of William L. Chambers, of Washington, D. C., as the third arbitrator to act with the two arbitrators already appointed.

The board of arbitrators convened in the United States circuit court room, northern district of Illinois, eastern division, in the Federal building, at Chicago, Ill., on Monday, May 16, 1910, at 10 o'clock a. m., in pursuance of the articles of agreement made and entered into between the said railroad companies and the Brotherhood of Locomotive Firemen and Enginemen.

The testimony of various witnesses, comprising 2,966 typewritten pages, was taken from day to day, beginning on the 16th of May, 1910, and concluding on June 3, 1910.

After arguments by counsel the matter was submitted for decision and the arbitrators reached their conclusions and announced their award on June 4, 1910.

REQUESTS AND AWARD COMPARED.

All articles in requests made by the firemen with the exception of Article I, covering rates of pay, were agreed upon in conferences between the officials of the railroads and the representatives of the firemen's organization. Article I of the firemen's requests, the basis of the arbitration proceedings, is compared below with the award of the arbitration board.

REQUESTS.

(a) Firemen in main and branch line passenger service to receive an increase of 25 cents per 100 miles or less.

(b) In through or irregular freight, mixed, work, wreck, gravel, helper, pusher, snow-plow, and branch freight service (except Mallet) to receive an increase of 40 cents per 100 miles or less, provided that the rate of pay per day or 100 miles shall not be less than \$3.85 on simple engines with cylinders 24 inches or over in diameter or on compound engines weighing 215,000 pounds or over on drivers.

(c) Rates in local or way freight to be 10 per cent greater than in through freight.

(d) On Mallet engines, the rate to be \$4.20 per 100 miles or less in all branches of service.

(e) The rate for yard service to be increased 35 cents per day.

(f) Same increase (35 cents) as in yard service shall be paid to transfer service.

(g) Hostlers, switch engineers, and engine dispatchers to receive an increase of 50 cents per day on lines where they are represented by the Brotherhood of Locomotive Firemen and Enginemen.

AWARD.

(a) Awarded 15 cents per 100 miles.

(b) Awarded 15 cents per 100 miles on oil-burning locomotives, and 30 cents per 100 miles on coal-burning locomotives.

Awarded \$3.75 per day. Where the same or higher rate is now paid on these engines there will be no increase.

(c) An increase of 25 cents per 100 miles awarded, except on roads having an 8-hour day. Existing differentials to be maintained.

(d) Four dollars per day allowed in all branches of service.

(e) An increase of 25 cents per day awarded.

(f) An increase of 25 cents per day awarded.

(g) An increase of 25 cents per day awarded.

The increases above awarded were made retroactive as of May 16, 1910.

All awards were unanimous except that on Article I. Mr. Shea, representing the men, dissented from this.

EFFECT OF APPLICATION OF AWARD OF ARBITRATION BOARD ON
INDIVIDUAL RAILROADS.

No uniform basis for the payment of locomotive engineers has up to the present time been adopted in the territory east of the Ohio and north of the Potomac rivers. Some railroads classify their rates of pay according to the size of cylinders, others according to weight on drivers, still others according to the number of wheels, and according to the trade name of the engines. Not until the year 1913 were the rates of pay to locomotive firemen in the eastern territory standardized according to weight on drive wheels, and the same basis of payment, both to engineers and firemen in the West, was not adopted until the year 1915. As a consequence, it was impossible, with the printed working schedules as a basis, to make any comparative study as to how rates of pay to engineers and firemen were affected by awards of arbitration boards. Methods of wage payment were frequently changed by the application of the decision of arbitration boards.

Under these conditions, it was decided to use as a basis of comparison of rates of pay the classification of locomotives required by the Interstate Commerce Commission. Up to the fiscal year 1915 this classification was uniformly used by the railroads in reporting to the commission. In the following comparisons the figures relative to the number of locomotives and their average weight on drivers (tons), prior to the fiscal year 1915, are based on information secured from pages 103 to 107 of the annual reports of the carriers to the Interstate Commerce Commission. In the form of annual report adopted for use in 1915 there were considerable changes made throughout, and locomotive classification was furnished in a different manner by the carriers. Because of this variation it was necessary to request the railroad companies to furnish data on locomotive equipment that would be comparable with prior years.

After the information as to number and weight of locomotives in the various classifications was secured from the annual reports of the railroads to the Interstate Commerce Commission, printed forms were mailed to the companies to be filled out. Each sheet was divided into three similar sections, providing for single-expansion, four-cylinder compound, and two-cylinder compound or cross-compound locomotives. The information requested from the carriers was as follows:

- (a) Class of service in which each locomotive was engaged.
- (b) Weight on drivers.
- (c) Number of locomotives of each class.
- (d) Rates of pay per day of 100 miles or 10 hours or less to (1) engineers, (2) firemen.

Because of the change in the 1915 reports, mentioned above, a special sheet for this year was prepared and sent to the railroad companies requesting, in addition to the other inquiries listed, the average weight on drivers (tons) of locomotives. The printed forms sent to the railroads were for the fiscal years prior and subsequent to any arbitration proceedings they were involved in, either with their engineers or firemen.

In the following derivative tables, rates of pay to locomotive firemen and hostlers are shown prior and subsequent to the award of the arbitration board in western territory of June 4, 1910.

Rates paid to locomotive firemen before and after the arbitration of 1910, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines.

ATCHISON, TOPEKA & SANTA FE RY.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or less or 10 hours or less.			
	1909	1911	1909	1911	1909	1911	Increase.	
							Amount.	Per cent.
SWITCHING SERVICE.								
Class A2, OO>:								
Oil.....	1	2	50	51				
Coal.....	1		52					
Strong City and Bazar, Kans. ¹					\$2.30	\$2.55	\$0.25	10.9
First-class yards ²					2.25	2.50	.25	11.1
Second-class yards					2.15	2.40	.25	11.6
Class A3, OOO>:								
Oil.....	23	56	58	63				
Coal.....	108	74	59	56				
Strong City and Bazar, Kans. ¹					2.30	2.55	.25	10.9
First-class yards ²					2.25	2.50	.25	11.1
Second-class yards					2.15	2.40	.25	11.6
Class A4, OOOO>:		7		68				
Strong City and Bazar, Kans. ¹						2.55		
First-class yards ²						2.50		
Second-class yards						2.40		
Class C3, OOOOo>:								
Oil.....	20	20	45	45				
Coal.....	35	25	45	45				
Strong City and Bazar, Kans. ¹					2.30	2.55	.25	10.9
First-class yards ²					2.25	2.50	.25	11.1
Second-class yards					2.15	2.40	.25	11.6
Class C4, OOOOoo>:								
Oil.....	3	6	52	52				
Coal.....	3		52					
Strong City and Bazar, Kans. ¹					2.30	2.55	.25	10.9
First-class yards ²					2.25	2.50	.25	11.1
Second-class yards					2.15	2.40	.25	11.6

¹ Special rate account partially road service.

² First-class yards (all others second-class yards): Chicago, Ill.; Corwith, Ill.; Shopton, Iowa; Kansas City, Mo.; Topeka, Kans.; Argentine, Kans.; Emporia, Kans.; Arkansas City, Kans.; Chanute, Kans.; Wellington, Kans.; Dodge City, Kans.; Newton, Kans.; La Junta, Colo.; Pueblo, Colo.; Raton, N. Mex.; Las Vegas, N. Mex.; Albuquerque, N. Mex.; Gallup, N. Mex.; Winslow, Ariz.; Seligman, Ariz.; Los Angeles, Cal.; Bakersfield, Cal.; Richmond, Cal.; Needles, Cal.; Barstow, Cal.; San Bernardino, Cal.; Fresno, Cal.; San Francisco, Cal.; El Paso, Tex.

Rate per day of 100 miles or less or 8 hours or less in specified territories.																		
	Number.		Average weight on drivers (tons).		Plains.				Mountain.				Valley.				Desert.	
					Increase.		1909	1911	Increase.		1909	1911	Increase.		1909	1911		
	1909	1911	1909	1911														
PASSENGER SERVICE.																		
SINGLE-EXPANSION LOCOMOTIVES.																		
Class C2, 0000>:																		
Oil.....	25	35	32	32														
Coal.....	90	80	30	30														
Less than 18-inch cylinders ¹					\$2.35				\$2.35	\$2.50								
Do. ²					2.30				2.30	2.45								
Do. ³					2.25	\$2.40			2.25	2.40								
18-inch cylinders and over ⁴					2.50	2.65			2.50	2.65								
Class C3, 00000>:																		
Oil.....	22	37	51	51														
Coal.....	50	32	49	49														
Less than 18-inch cylinders ¹					2.35				2.35	2.50								
Do. ²					2.30				2.30	2.45								
Do. ³					2.25	2.40			2.25	2.40								
18-inch cylinders and over ⁴					2.50	2.65			2.50	2.65								
¹ Pueblo, Colo., to Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.; Clovis, N. Mex., to Belen, N. Mex., and south of Albuquerque.																		
² Raton, N. Mex., to Las Vegas, N. Mex.																		
³ Chicago to Canon City, Colo., including branches.																		
⁴ All territory east and west of Albuquerque, except between Pueblo, Colo., and Denver, Colo.																		

[illegible]

¹ Pueblo, Colo., to Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex.; Clovis, N. Mex., and south of Albuquerque.

² Raton, N. Mex., to Las Vegas, N. Mex.

Chicago to Canon City, Colo., including branches.

Chicago to Canon City, Colo.; including Steam Co.

4 All territory east and west of Albuquerque, except between Pueblo, Colo., and Denver, Colo.

Albuquerque, N. Mex., to Bakersfield, Cal., only.

Pueblo, Colo., to Denver, Colo.

Coal burners—													
Less than 135,000													
pounds on													
drivers:													
Do. 1													
Do. 2													
Do. 3													
Do. 4													
Do. 5													
Do. 6													
Do. 7													
Do. 8													
Do. 9													
Do. 10													
135,000 pounds or													
over on drivers:													
Do. 1													
Do. 2													
Do. 3													
Do. 4													
Do. 5													
Do. 6													
Do. 7													
Do. 8													
Do. 9													
Do. 10													
Class C2, O'OO>:													
Oil													
Coal													
Oil burners 1													
Do. 1													
Do. 2													
Do. 3													
Do. 4													
Do. 5													
Do. 6													
Do. 7													
Do. 8													
Do. 9													
Do. 10													
Coal burners 1													
Do. 1													
Do. 2													
Do. 3													
Do. 4													
Do. 5													
Do. 6													
Do. 7													
Do. 8													
Do. 9													
Do. 10													

1 Chicago to Canon City, Colo. (1909); Chicago to Canon City, Colo.; Wellington, Kans., to Waynoka, Okla.; Waynoka, Okla., to Pecos, Tex. (1911).

2 Starkville, Colo.; Blossburg and Hebron coal runs.

3 Pueblo and Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

4 Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque, N. Mex.

5 Santa Fe District, Lamy, N. Mex., to Santa Fe, N. Mex.

6 Chicago to Canon City, Colo.; Starkville, Colo.; Blossburg and Hebron, N. Mex., coal runs (1909).

7 Waynoka, Okla., to Pecos, Tex.; Starkville, Colo.; Blossburg and Hebron, N. Mex., coal runs (1911).

8 Pueblo to Denver, Colo.; Raton to Las Vegas, N. Mex., south of Albuquerque, N. Mex.

9 La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

10 Los Angeles and Valley divisions; lines south of Barstow, Cal.

11 Albuquerque, N. Mex., to Bakersfield, Cal.

12 Pueblo, Colo., to Denver, Colo.; Lamy, N. Mex., to Santa Fe, N. Mex.

Chicago to Canon City, Colo.; Wellington, Kans., to Waynoka, Okla.; Waynoka, Okla., to Pecos, Tex. (1911).

[illegible]

¹ Chicago to Canon City, Colo. (1909); Chicago to Canon City, Colo.; Wellington, Kans., to Waynoka, Okla.; Waynoka, Okla., to Pecos, Tex. (1911).

² Starkville, Colo.; Blossburg and Hebron coal runs.

³ Santa Fe District. Lamy, N. Mex., to Santa Fe, N. Mex.

Los Angeles and Valley divisions; lines south of Barstow, Cal.

Pueblo, Colo., to Denver, Colo.

La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

7 La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex., south of Albuquerque.

8 Raton, N. Mex., to Las Vegas, N. Mex.

²⁹ Albuquerque, N. Mex., to Bakersfield, Cal.

to Pueblo and Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque, N. Mex.

FOUR-CYLINDER COM- FOUND LOCOMOTIVES.									
Class B3, 0000>	35	68	68	2.95	3.25	.30	10.2		
Do. 1				2.85	3.15	.30	10.6		
Do. 2								3.35	3.65
Do. 3								3.35	3.65
Do. 4								3.25	3.55
Do. 5								3.25	3.55
Do. 6								2.65	2.95
Do. 7									
Do. 8									
Class B4, 00000>	29	10	90						
Oil	42	30	88						
Coal			87						
Oil burners—									
Less than 135,000									
pounds on driv-									
ers 11				2.85	3.00	.15	5.3		
Do. 12								2.85	3.00
Do. 13								2.74	2.89
Do. 14								3.00	3.15
Do. 15								2.95	3.10
Do. 16									
Do. 17									
Do. 18									
135,000 pounds or									
over on driv-									
ers 1				3.00	3.15	.15	5.0		
Do. 2				2.85	3.00	.15	5.3		
Do. 3								3.35	3.50
Do. 4								3.25	3.40
Do. 5								2.83	2.98
Do. 6								2.95	3.20
Do. 7									
Do. 8									
Coal burners—									
Less than 135,000									
pounds on driv-									
ers 11				2.85	3.15	.30	10.5		
Do. 12								2.85	3.15
Do. 13								2.74	3.04
Do. 14								3.00	3.30
Do. 15								2.95	3.25
Do. 16									
Do. 17									
Do. 18									

1 Chicago to Canon City, Colo. (1909); Chicago to Canon City, Colo.; Wellington, Kans., to Waynoka, Okla.; Waynoka, Okla., to Pecos, Tex. (1911).

2 Starkville, Colo.; Blossburg and Helron coal runs.

3 Santa Fe District, Lamy, N. Mex.; to Santa Fe, N. Mex.

4 La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

5 Los Angeles and Valley divisions; lines south of Barstow, Cal.

6 South of Albuquerque.

7 Pueblo, Colo., to Denver, Colo.; Raton, N. Mex., to Las Vegas, N. Mex.

8 Albuquerque, N. Mex., to Bakersfield, Cal.

9 Pueblo and Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

10 Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque, N. Mex.

11 Chicago to Canon City, Colo.; Starkville, Colo.; Blossburg and Helron, N. Mex., coal runs (1909).

12 Waynoka, Okla., to Pecos, Tex.; Starkville, Colo.; Blossburg and Helron, N. Mex., coal runs (1911).

Chicago to Canon City, Colo.; Wellington, Kans., to Waynoka, Okla.; Waynoka, Okla., to Pecos, Tex. (1911).

Waynoka, Okla., to Pecos, Tex.; Starkville, Colo.; Blossburg and Helron, N. Mex., coal runs (1911).

12 Pueblo to Denver, Colo.; Raton to Las Vegas, N. Mex., south of Albuquerque, N. Mex.

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines.

BELT RY. CO. OF CHICAGO.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	68	50	58	64				
Switching:								
Transfer.....					\$2.50	\$2.75	\$0.25	10.0
Yard.....					2.25	2.45	.20	8.9
Class A4, 0000>.....		20		100				
Switching:								
Transfer.....						3.75		
Yard.....						2.75		
Class C2, 0000>.....	2		31					
Switching:								
Transfer.....					2.50			
Yard.....					2.25			

CHICAGO & ALTON R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	4	3	35	36				
Switching:								
First-class yards.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class A3, 000>.....	45	45	63	63				
Switching:								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B3, 0000>.....	67	77	66	67				
Passenger.....					2.50	2.65	.15	6.0
Freight.....					2.90	3.20	.30	10.3
Switching:								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B4, 00000>.....	50	54	92	91				
Freight.....					2.95	3.25	.30	10.2
Class C2, 0000>.....	47	47	34	35				
Passenger.....					2.25	2.40	.15	6.7
Freight.....					2.57	2.87	.30	11.6
Class C3, 00000>.....	24	24	61	61				
Passenger.....					2.50	2.65	.15	6.0
Freight.....					2.90	3.20	.30	10.3
Class E4, 000000>.....		30		107				
Freight.....						3.75		
Class F2, 00000>.....	9	9	49	49				
Passenger.....					2.50	2.65	.15	6.0
Freight.....					2.90	3.20	.30	10.3
Class F3, 000000>.....	15	25	73	74				
Passenger.....					2.50	2.65	.15	6.0
Freight.....					2.90	3.20	.30	10.3
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class E6, 00000000>.....		2		143				
Freight.....						4.00		

CHICAGO GREAT WESTERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	4		31					
Switching.....					\$2.25			
Class A3, 000>.....	21	26	51	58				
Switching.....					2.25	\$2.50	\$0.25	11.1
Class A4, 0000>.....		11		89				
Switching.....						2.50		

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO GREAT WESTERN R. R.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class B3, 000o>.....	47	41	31	44				
Switching.....					\$2.25	\$2.50	\$0.25	11.1
Freight.....					2.75	3.05	.30	10.9
Class B4, 0000o>.....	10	47	80	93				
Freight—								
Consolidation.....					3.05	3.35	.30	9.8
Switching.....					2.25	2.50	.25	11.1
Class C2, 000o>.....	70	51	29	30				
Passenger—								
17-inch cylinders.....					2.30	2.45	.15	6.5
18-inch cylinders.....					2.50	2.65	.15	6.0
Freight.....					2.55	2.85	.30	11.8
Switching.....						2.50		
Class C3, 0000o>.....	6	37	59	63				
Passenger.....					2.65	2.80	.15	5.7
Freight.....					2.95	3.25	.30	10.2
Switching.....						2.50		
Class E3, 0000o>.....	49	68	66	68				
Passenger.....					2.65	2.80	.15	5.7
Freight.....					2.95	3.25	.30	10.2
Class F3, 00000o>.....		11		61				
Passenger.....						2.80		
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class C3, 0000o>.....	4		60					
Freight.....					2.95			
Class E3, 0000o>.....		13		67				
Freight.....						3.25		
Class E6, 0000000o>.....		13		150				
Freight.....						4.00		
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class B3, 000o>.....	2		44					
Freight.....					2.75			
Class B4, 0000o>.....	10		80					
Freight.....					3.05			
Class C3, 0000o>.....	10		60					
Freight.....					2.95			
Class E3, 0000o>.....	26		68					
Freight.....					2.95			

CHICAGO JUNCTION RY.¹

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....		3		39				
Switching.....					\$2.25			
Class A3, 000>.....		40		64				
Switching.....					2.25			
Class B3, 000o>.....		2		49				
Switching.....					2.25			

¹ No information prior to 1911.

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, MILWAUKEE & ST. PAUL RY.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	83	69	33	32				
Switching:								
First-class yards.....					\$2.30	\$2.55	\$0.25	10.9
Second-class yards.....					2.25	2.50	.25	11.1
Class A3, OOO>:								
Oil.....		1		46				
Coal.....	117	139	57	55				
Switching—								
First-class yards.....					2.30	2.55	.25	10.9
Second-class yards.....					2.25	2.50	.25	11.1
Class B3, OOOo> (narrow gauge).....	2	3	22	16				
Freight.....					2.50	2.80	.30	12.0
Class B4, OOOOo>.....	69	119	78	85				
Freight.....					3.00	3.30	.30	10.0
Class C2, OOOo>.....	333	349	27	27				
Passenger.....					2.50	2.65	.15	6.0
Freight.....					2.50	2.80	.30	12.0
Class C3, OOOOo>:								
Oil.....		8		47				
Coal.....	271	271	49	49				
Passenger, oil.....						2.95		
Freight, oil—								
74,000-88,000 pounds on drivers.....						2.95		
141,080 pounds on drivers.....						3.10		
Passenger, coal.....					2.95	3.10	.15	5.1
Freight, coal—								
74,000-88,000 pounds on drivers.....					2.80	3.10	.30	10.7
141,080 pounds on drivers.....					2.95	3.25	.30	10.2
Class E3, OOOOo>:								
Oil.....		2		76				
Coal.....	50	50	76	76				
Freight, oil.....						3.10		
Freight, coal.....					2.95	3.25	.30	10.2
Class F3, oOOOoo>.....	2	22	54	74				
Passenger—								
87,000 pounds on drivers.....					2.80	2.95	.15	5.4
149,100 and 157,200 pounds on drivers.....					2.95	3.10	.15	5.1
Class X, freight, Shay geared.....	1	1	50	50	2.50	2.80	.30	12.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class C3, OOOOo>.....	168	168	61	61				
Freight, coal—								
74,000-88,000 pounds on drivers.....					2.80	3.10	.30	10.7
141,080 pounds on drivers.....					2.95	3.25	.30	10.2
Class F2, oOOOoo>.....	53	53	44	45				
Passenger.....					2.60	2.75	.15	5.8

CHICAGO & NORTH WESTERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	47	2	30	32				
Switching:								
First-class yards.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class A3, OOO>.....	200	235	53	55				
Switching:								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B3, OOOo>.....	17	16	42	43				
Switching:								
First-class yards.....						2.50		
Second-class yards.....					2.15			
Freight.....					2.80	2.80	.00	0.0
Passenger.....						3.10		
Way freight.....						3.35		

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO & NORTH WESTERN RY.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—CON.								
Class B4, 0000o>.....		141		104				
Freight.....						\$3.75		
Class C2, 000o>.....								
Oil—Passenger.....		2		28		2.65		
Coal—								
Passenger.....					\$2.50	2.65	\$0.15	6.0
Freight—								
17-inch cylinders.....					2.55	2.85	.30	11.8
18-inch cylinders.....					2.60	2.90	.30	11.5
Narrow gauge, 11 by 16 inches.....						2.80		
Way freight—								
17-inch cylinders.....	386	365	30	30	2.75	3.10	.35	12.7
18-inch cylinders.....					2.75	3.15	.40	14.5
Switching—								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class C3, 0000o>.....								
Oil—Passenger.....		4		51		2.80		
Coal—								
Passenger—								
18 by 24 inch cylinders.....					2.65	2.80	.15	5.7
18 by 26 inch cylinders.....					2.65	2.80	.15	5.7
19 by 24 inch cylinders.....					2.65	2.80	.15	5.7
20 by 26 inch cylinders.....					2.90	3.05	.15	5.2
21 by 26 inch cylinders.....					2.90			
Freight—								
18 by 24 inch cylinders.....					2.80	3.10	.30	10.7
18 by 26 inch cylinders.....					2.80	3.10	.30	10.7
19 by 24 inch cylinders.....					2.80	3.10	.30	10.7
20 by 26 inch cylinders.....	706	702	57	57	3.00	3.30	.30	10.0
21 by 26 inch cylinders.....					3.00	3.30	.30	10.0
Way Freight—								
18 by 24 inch cylinders.....					3.05	3.35	.30	9.8
19 by 26 inch cylinders.....					3.05	3.35	.30	9.8
20 by 26 inch cylinders.....					3.15	3.55	.40	12.7
21 by 26 inch cylinders.....					3.15	3.55	.40	12.7
Switching—								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class C4, 00000o>.....								
Oil.....		2		27				
Coal.....	5	3	27	27				
Passenger.....					2.80	2.95	.15	5.4
Freight.....					2.80	3.10	.30	10.7
Class F2, o000o>.....	91	91	45	46				
Passenger.....					2.65	2.80	.15	5.7
Class F3, o0000o>.....	1	81	55	69				
Freight.....					3.00	3.30	.30	10.0
Passenger—								
23 by 28 inch cylinders.....						3.10		
22 by 26 inch cylinders.....						3.05		
Way freight.....						3.55		

CHICAGO, ROCK ISLAND & PACIFIC RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	10	10	34	34				
Switching.....					\$2.40	\$2.70	\$0.30	12.5
Class A3, 000>.....								
Switching—								
Oil.....	8	7	56	56				
Coal.....	157	166	60	60				
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, ROCK ISLAND & PACIFIC RY.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—CON.								
Class B3, 0000>.....	54	54	44	44				
Passenger.....					\$2.70	\$2.85	\$0.15	5.6
Freight—.....								
Through.....					2.70	3.00	.30	11.1
Local.....					2.90	3.25	.35	12.1
Switching—.....								
First-class yard.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B4, 00000>:.....								
Oil.....	17	18	93	94				
Coal.....	321	446	83	86				
20 and 21 inch cylinders—through freight—.....								
Oil.....					3.05	3.20	.15	4.9
Coal.....					3.05	3.35	.30	9.8
20 and 21 inch cylinders—local freight—.....								
Oil.....					3.25	3.45	.20	6.5
Coal.....					3.25	3.60	.35	10.8
22 and 23 inch cylinders—through freight—.....								
Oil.....					3.30	3.45	.15	4.5
Coal.....					3.30	3.60	.30	9.1
22 and 23 inch cylinders—local freight—.....								
Oil.....					3.50	3.70	.20	5.7
Coal.....					3.50	3.85	.35	10.0
24-inch cylinders and over—through freight—.....								
Oil.....						3.60		
Coal.....						3.75		
24-inch cylinders and over—local freight—.....								
Oil.....						3.85		
Coal.....						4.00		
Switching—.....								
First-class yards.....					2.35			
Second-class yards.....					2.25			
Class C2, 0000>:.....								
Oil.....	4	3	34	37				
Coal.....	338	320	29	30				
Passenger—.....								
18-inch cylinders and under.....					2.50	2.65	.15	6.0
19-inch cylinders.....					2.60	2.75	.15	5.8
Freight—.....								
18-inch cylinders and under—through—.....								
Oil.....					2.55	2.70	.15	5.9
Coal.....					2.55	2.85	.30	11.8
18-inch cylinders and under—local—.....								
Oil.....					2.75	2.95	.20	7.3
Coal.....					2.75	3.10	.35	12.7
19-inch cylinders—through—.....								
Oil.....					2.60	2.75	.15	5.8
Coal.....					2.60	2.90	.30	11.5
19-inch cylinders—local—.....								
Oil.....					2.80	3.00	.20	7.1
Coal.....					2.80	3.15	.35	12.5
Switching—.....								
First-class yards.....					2.25	2.40	.15	6.7
Second-class yards.....					2.15	2.40	.25	11.6
Class C3, 00000>:.....								
Oil.....	19	19	59	59				
Coal.....	328	347	60	60				
Passenger—.....								
19 to 21 inch cylinders (with trailer, Atlantic).....					2.70	2.85	.15	5.6
20 to 24 inch cylinders (with trailer, Pacific).....					2.95	3.10	.15	5.1

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, ROCK ISLAND & PACIFIC RY.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—con.								
Class C3, 00000>—Continued.								
Freight—								
18 and 19 inch cylinders—through—								
Oil.....					\$2.80	\$2.95	\$0.15	5.4
Coal.....					2.80	3.10	.30	10.7
18 and 19 inch cylinders—local—								
Oil.....					3.00	3.20	.20	6.7
Coal.....					3.00	3.35	.35	11.7
20 to 23 inch cylinders (with trailer, Pacific)—through—								
Oil.....					3.00	3.15	.15	5.0
Coal.....					3.00	3.30	.30	10.0
20 to 23 inch cylinders (with trailer, Pacific)—local—								
Oil.....					3.20	3.40	.20	6.3
Coal.....					3.20	3.55	.35	10.9
Switching—								
18-inch cylinders and under.....					2.15	2.40	.25	11.6
19 and 20 inch cylinders.....					2.25	2.50	.25	11.1
21-inch cylinders and over.....					2.35	2.60	.25	10.6
Class F2, 00000>.....	20	22	48	49				
Passenger.....					2.70	2.85	.15	5.6
Class F3, 00000>.....	94	144	74	76				
Passenger.....					2.95	3.10	.15	5.1
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B4, 00000>.....	12		70					
20 and 21 inch cylinders—through freight—coal.....					3.05			
20 and 21 inch cylinders—local freight—coal.....					3.25			
Class F2, 00000>.....	8	8	53	53				
Passenger.....					2.70	2.85	.15	5.6

CHICAGO, ST. PAUL, MINNEAPOLIS & OMAHA RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	12	6	30	30				
Switching.....					\$2.25	\$2.50	\$0.25	11.1
Class A3, 000>.....	33	36	50	51				
Switching—								
Under 18-inch cylinders.....					2.25	2.50	.25	11.1
18-inch cylinders and over.....					2.30	2.55	.25	10.9
Class B4, 00000>.....	9	9	74	74				
Freight, 22-inch cylinders.....					3.00	3.30	.30	10.0
Class C2, 0000>.....	142	122	28	29				
Passenger, 18 to 21 inch cylinders.....					2.50	2.65	.15	6.0
Freight—								
Under 18-inch cylinders.....					2.55	2.85	.30	11.8
18 to 21 inch cylinders.....					2.60	2.90	.30	11.5
Class C3, 00000>.....	128	140	57	60				
Passenger—								
18 and 19 inch cylinders.....					2.65	2.80	.15	5.7
20-inch cylinders.....					2.90	3.05	.15	5.2
Freight—								
Under 18-inch cylinders.....					2.55	2.85	.30	11.8
18 and 19 inch cylinders.....					2.80	3.10	.30	10.7
20 and 21 inch cylinders.....					3.00	3.30	.30	10.0
Class F2, 00000>.....	7	7	46	46				
Passenger, 20-inch cylinders.....					2.65	2.80	.15	5.7
Class F3, 00000>.....	12	17	62	67				
Passenger, 21-inch cylinders.....					2.90	3.05	.15	5.2

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO TERMINAL TRANSFER R. R.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>	4	4	38	38				
Switching					\$2.25	\$2.50	\$0.25	11.1
Class A3, 000>	16	15	49	49				
Switching					2.25	2.50	.25	11.1
Class B2, 000>	3	3	30	30				
Passenger					2.25	2.40	.15	11.1
Class B3, 0000>	9	8	63	53				
Switching					2.25	2.50	.25	11.1
Class B4, 00000>	6	6	85	85				
Switching					2.50	2.75	.25	10.0
Class C2, 0000>	1	1	28	28				
Passenger					2.25	2.40	.15	6.7
Class E4, 000000>	4	4	60	60				
Switching					2.25	2.50	.25	10.0

CHICAGO & WESTERN INDIANA R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>	1		45					
Switching					\$2.25			
Class B3, 0000>	3	3	68	68				
Switching					2.25	\$2.50	\$0.25	11.1
Class E3, 00000>	3	3	65	66				
Passenger					2.80	2.95	.15	5.4

COLORADO & SOUTHERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3 000>	24	28	57	59				
Switching					\$2.25	\$2.50	\$0.25	11.1
Class B3 0000>	16	15	33	33				
Passenger					2.25	2.40	.15	6.7
Freight					2.60	2.90	.30	11.5
Class B4 00000>	112	112	64	64				
Freight—								
18 by 24 inch cylinders					2.89	3.19	.30	10.4
21 by 28 inch cylinders					3.25	3.55	.30	9.2
22 by 28 inch cylinders					3.35	3.65	.30	9.0
Narrow gauge					2.71	3.07	.36	13.2
Class C2 0000>	5	5	29	30				
Passenger—								
17 by 24 inch cylinders					2.25	2.40	.15	6.7
18 by 24 inch cylinders					2.50	2.65	.15	6.0
Class C3 00000>	24	24	59	59				
Passenger—								
17 by 24 inch cylinders					2.25	2.40	.15	6.7
20 by 24 inch cylinders					2.50	2.65	.15	6.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B4 00000>	12	12	89	89				
Freight, 22 by 28 inch cylinders					3.35	3.65	0.30	9.0

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

DAVENPORT, ROCK ISLAND & NORTHWESTERN RY.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>	2	3	32	32				
Switching					\$2.25	\$2.50	\$0.25	11.1
Class A3, OOO>	3	5	38	38				
Switching					2.25	2.50	.25	11.1
Class C2, OOOo>	2	1	26	26				
Work train					2.50	2.65	.15	6.0

DULUTH, SOUTH SHORE & ATLANTIC RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>	3	3	28	28				
Switching					\$2.15	\$2.40	\$0.25	11.6
Class A3, OOO>	5	6	34	37				
Switching					2.15	2.40	.25	11.6
Class A4, OOOO>	1		85					
Switching					2.15			
Class B3, OOOOo>	33	33	40	40				
Freight					2.70	3.00	.30	11.1
Class B4, OOOOo>	6	9	76	76				
Freight					2.95	3.25	.30	10.2
Class C2, OOOo>	29	29	26	26				
Passenger					2.50	2.65	.15	6.0
Class C3, OOOOo>	4	5	49	50				
Passenger					2.50	2.65	.15	6.0

EL PASO & SOUTHWESTERN SYSTEM.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, OOO>	17	17	107	72				
Switching					\$3.00	\$3.25	\$0.25	8.3
Class B3, OOOo>	1	1	30	30				
Mixed					4.17	4.47	.30	7.2
Class B4, OOOOo>		2		63				
Oil	96	93	83	84				
Coal								
Freight					3.30	3.32	.52	15.8
Mixed					3.30	3.75	.45	13.6
Switching					3.00	3.25	.25	8.3
Class B5, OOOOOo>	3	3	100	100				
Freight					3.45	3.95	.50	14.5
Class C3, OOOOo>	16	15	58	60				
Passenger					2.75	3.00	.25	9.1
Mixed					3.30	3.75	.45	13.6
Class E3, oOOOo>	6	6	63	63				
Passenger					2.75	3.00	.25	9.1
Class E4, oOOOo>	1	1	68	68				
Switching					3.00	3.25	.25	8.3
Class F3, oOOOo>	16	16	74	75				
Passenger					2.75	3.00	.25	9.1
Freight						3.75		
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B4, OOOOo>	1	1	48	48				
Mixed					4.17	4.47	.30	7.2

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

FORT WORTH & DENVER CITY RY.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	10	12	68	69				
Switching—								
Fort Worth.....					\$2.25	\$2.50	\$0.25	11.1
Other yards.....					2.15	2.50	.35	16.3
Class B3, 0000>.....	6	6	39	39				
Freight—								
Through.....					2.80	3.10	.30	10.7
Local.....					3.00	3.30	.30	10.0
Class B4, 00000>.....	43	43	81	81				
Freight—								
20-inch cylinders—								
Through.....					3.10	3.40	.30	9.7
Local.....					3.30	3.60	.30	9.1
22-inch cylinders—								
Through.....					3.30	3.60	.30	9.1
Local.....					3.50	3.80	.30	8.6
Class C2, 0000>.....	17	10	29	29				
Passenger.....					2.35	2.50	.15	6.4
Class C3, 00000>.....	13	13	66	66				
Passenger.....					2.55	2.70	.15	5.9
Class F3, 000000>.....		5		77				
Passenger.....						3.75		

GREAT NORTHERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	87	99	60	61				
Switching—								
First-class yards.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class A4 <0000> (electric).....	4	4	114	113				
Helper.....					3.00	3.30	.30	10.0
Class B3, 0000>.....	117	117	48	47				
Freight—								
18 by 24 inch cylinders.....					2.80	3.10	.30	10.7
All others.....					3.10	3.30	.20	6.5
Switching—								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B4, 00000>:								
Oil.....		3		90				
Coal.....	255	251	82	82				
Freight—								
Oil.....					3.25	3.40	.15	4.6
Coal.....					3.25	3.55	.30	9.2
Class C2, 0000>.....	149	150	19	26				
Passenger.....					2.40	2.55	.15	6.3
Freight.....					2.65	2.95	.30	11.3
Class C3, 00000>:								
Oil.....		5		65				
Coal.....	83	131	58	64				
Passenger—								
18 by 24 inch cylinders.....					2.70	2.85	.15	5.6
All others.....					2.90	3.00	.10	3.4
Freight—								
18 by 24 inch cylinders.....					2.80	3.10	.30	10.7
19 by 24 inch cylinders.....						3.30		
20 by 30 inch cylinders.....					3.25	3.55	.30	9.2
23½ by 30 inch cylinders.....						3.75		
20 by 24 inch cylinders.....					3.00			
Class C4, 000000>:								
Oil.....		13		71				
Coal.....	102	88	73	73				
Freight—								
Oil.....					3.25	3.40	.15	4.6
Coal.....					3.25	3.55	.30	9.2
Coal (superheater).....						3.75		
Class E3, 00000>.....	135	135	76	75				
Freight.....					3.25	3.55	.30	9.2
Freight (superheater).....						3.75		
Class F3, 000000>.....	61	61	75	76				
Passenger.....					2.90	3.05	.15	5.2

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

GREAT NORTHERN RY.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class E6. oOOOOOo>:								
Oil.....		3		158				
Coal.....	67	64	136	135				
Freight.....					\$3.45	\$4.00	\$0.55	15.9
Class F2. oOOo>	10	10	56	50				
Passenger.....					2.90	3.05	.15	5.2
Class B7. OOOOOOo> (Mallet).....		36		175				
Freight.....						4.00		

HOUSTON EAST & WEST TEXAS RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class C2. OOO> (Oil).....	2	2	32	32				
Passenger.....					\$2.50	\$2.65	\$0.15	6.0
Class C3. OOOo>:								
Oil.....	12	14	47	45				
Coal.....	3	1	33	34				
Freight—								
Oil.....					2.62	2.77	.15	5.7
Coal.....					2.62	2.92	.30	11.5

HOUSTON & TEXAS CENTRAL R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2. OO>.....	1	1	30	30				
Switching—								
First-class yards.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class A3. OOO>.....	16	16	57	57				
Switching—								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B3. OOOo> (Oil).....	13	13	63	63				
Freight.....					2.70	2.85	.15	5.6
Class C2. OOOo>:								
Oil.....	22	22	32	35				
Coal.....		4		27				
Passenger.....					2.50	2.65	.15	6.0
Class C3. OOOo>:								
Oil.....	22	22	44	45				
Coal.....	36	36	44	43				
Freight—								
Oil.....					2.70	2.85	.15	5.6
Coal.....					2.70	3.00	.30	11.1
Switching—								
First-class yards.....					2.25			
Second-class yards.....					2.15			

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

INTERNATIONAL & GREAT NORTHERN R. R.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000> (oil).....		1		66				
Switching—								
First-class yards.....						\$2.50		
Second-class yards.....						2.40		
Class C2, 000o>:								
Oil.....	5	13	30	30				
Coal.....	31	22	31	29				
Passenger, oil burners—								
Under 18-inch cylinders.....					\$2.25	2.40	\$0.15	6.7
18-inch cylinders and over.....					2.50	2.65	.15	6.0
Passenger, coal burners—								
Under 18-inch cylinders.....					2.25	2.40	.15	6.7
18-inch cylinders and over.....					2.50	2.65	.15	6.0
Freight, oil burners—								
Through.....					2.70	2.85	.15	5.6
Local.....					3.05	3.20	.15	4.9
Freight, coal burners—								
Through.....					2.70	3.00	.30	11.1
Local.....					3.05	3.35	.30	9.8
Switching—								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class C3, 000oo>:								
Oil.....	37	86	53	57				
Coal.....	81	37	55	52				
Passenger, oil and coal.....					2.50	2.65	.15	6.0
Freight, oil burners—								
18-inch cylinders or under.....						2.85		
19-inch cylinders—								
Through.....					2.85	3.00	.15	5.3
Local.....					3.05	3.20	.15	4.9
20-inch cylinders and over—								
Through.....					3.05	3.20	.15	4.9
Local.....					3.25	3.40	.15	4.6
Freight, coal burners—								
Through.....								
18-inch cylinders or under.....					2.70	3.00	.30	11.1
19-inch cylinders.....					2.85	3.15	.30	10.5
Local—								
19-inch cylinders or under.....					3.05	3.35	.30	9.8
20-inch cylinders and over—								
Through.....					3.05	3.35	.30	9.8
Local.....					3.25	3.55	.30	9.2
Switching—								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6

KANSAS CITY SOUTHERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>:								
Oil.....		15		55				
Coal.....	34	19	59	56				
Switching—								
First-class yard.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yard.....					2.15	2.40	.25	11.6
Class B3, 000oo>:								
Oil.....		2		50				
Coal.....	8	2	48	50				
Through freight, oil.....					2.60	2.75	.15	5.8
Local freight, oil.....					2.85	3.00	.15	5.3
Through freight, coal.....					2.60	2.90	.30	11.5
Local freight, coal.....					2.85	3.15	.30	10.5

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

KANSAS CITY SOUTHERN RY.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—CON.								
Class B4, 0000o>:								
Oil.....		28		88				
Coal.....	67	39	88	88				
Freight, oil.....					\$2.91	\$3.06	\$0.15	5.2
Freight, coal—								
21 by 30 inch cylinders.....					3.05	3.35	.30	9.8
22 by 28 inch cylinders.....					3.10	3.40	.30	9.7
22 by 30 inch cylinders.....					3.15	3.45	.30	9.5
Class C2, 000o> (oil).....	21	9	30	34				
Passenger—								
Less than 18-inch cylinders.....					2.25	2.40	.15	6.7
18-inch cylinders and over.....					2.50	2.65	.15	6.0
Class C3, 000o>:								
Oil.....		44		54				
Coal.....	77	9	51	53				
Oil, 19-inch cylinders and under—								
Through freight.....					2.75	2.90	.15	5.5
Local freight.....					2.85	3.00	.15	5.3
Coal, freight—								
19-inch cylinders and under—								
Through freight.....					2.75	3.05	.30	10.9
Local freight.....					2.85	3.15	.30	10.5
20-inch cylinders and over—								
Through freight.....					2.90	3.20	.30	10.3
Local freight.....					3.00	3.30	.30	10.0
Passenger—								
Oil.....					2.50	2.65	.15	6.0
Coal.....					2.50	2.65	.15	6.0
Class H2, oo00o>.....	1	1	29	29				
Passenger.....					2.25	2.40	.15	6.7

MINNEAPOLIS, ST. PAUL & SAULT STE. MARIE RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	9	35	37				
Switching—								
First-class yard.....					\$2.00	\$2.50	\$0.50	25.0
Second-class yard.....					1.95	2.40	.45	23.1
Class A3, 000>.....	16	39	58	56				
Switching—								
First-class yard.....					2.00	2.50	.50	25.0
Second-class yard.....					1.95	2.40	.45	23.1
Class B3, 000o>.....	16	37	43	44				
Freight—								
Chicago division.....					2.50	3.10	.60	24.0
All other divisions.....					2.50	3.05	.55	22.0
Class B4, 0000o>.....		50		85				
Freight—								
Chicago division.....						3.20		
All other divisions.....						3.20		
Class C2, 000o>.....	39	81	30	29				
Passenger—								
Chicago division.....					2.35	2.40	.05	2.1
All other divisions.....					2.35	2.50	.15	6.4
Class C3, 0000o>.....	7	62	60	56				
Passenger—								
Chicago division.....					2.55	2.80	.25	9.8
All other divisions.....					2.55	3.10	.55	21.6
Class F2, oo00o>.....		15		44				
Freight.....						2.90		
Class F3, oo000o>.....	27	45	64	70				
Passenger—								
Chicago division.....					2.55	2.65	.10	3.9
All other divisions.....					2.55	2.85	.30	11.8
Superheater engines.....						3.75		
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B5, 00000o>.....	1	1	93	93				
Freight.....					2.90	3.45	.55	19.0
Class E4, 00000o>.....	1	1	64	64				
Freight.....					2.65	3.20	.55	20.8

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MINNEAPOLIS, ST. PAUL & SAULT STE. MARIE RY.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class B3, 0000>.....	65	65	63	63				
Freight—								
Chicago division.....					\$2.50	\$3.20	\$0.70	28.0
All other divisions.....					2.50	3.20	.70	28.0
Class B4, 00000>.....	72	78	73	74				
Freight—								
Chicago division.....					2.65	3.30	.65	24.5
All other divisions.....					2.85	3.40	.55	19.3
Superheater engines.....						3.75		
Class C3, 00000>.....	5	5	48	48				
Passenger—								
Chicago division.....					2.55	2.85	.30	11.8
All other divisions.....					2.55	2.85	.30	11.8
Class E3, 00000>.....	10	10	65	65				
Freight.....					2.65	3.20	.55	20.8

MINNESOTA TRANSFER RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	7	6	36	37				
Switching.....					\$2.25	\$2.50	\$0.25	11.1
Class A3, 000>.....	11	11	66	66				
Switching.....					2.25	2.50	.25	11.1
Class B3, 0000>.....	2	2	58	58				
Switching.....					2.25	2.50	.25	11.1

MISSOURI, KANSAS & TEXAS RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	3	2	27	28				
Switching—								
First-class yards.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class A3, 000>.....	18	28	66	69				
Switching—								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B3, 0000>.....	342	276	57	59				
Freight—								
19-inch cylinders and under.....					2.80	3.10	.30	10.7
Over 19-inch cylinders.....					2.90	3.20	.30	10.3
Class B4, 00000>.....	35	74	73	86				
Freight—								
20 by 26 inch cylinders.....					2.95	3.25	.30	10.2
21 by 26 inch cylinders.....					3.00	3.30	.30	10.0
22 by 28 inch cylinders.....					3.10	3.40	.30	9.7
Class C2, 0000>.....	58	37	26	28				
Passenger—								
Under 18-inch cylinders.....					2.25	2.40	.15	6.7
18-inch cylinders and over.....					2.50	2.65	.15	6.0
Class C3, 00000>.....	76	73	54	57				
Passenger, 18-inch cylinders and over.....					2.50	2.65	.15	6.0
Class F2, 00000>.....	7	7	36	36				
Passenger, 18-inch cylinders and over.....					2.50	2.65	.15	6.0
Class F3, 000000>.....		10		70				
Passenger.....						2.65		
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class C3, 00000>.....	2	2	69	61				
Passenger, 18-inch cylinders and over.....					2.50	2.65	.15	6.0

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MISSOURI PACIFIC RY.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	53	56	65	69				
Switching.....					\$2.25	\$2.50	\$0.25	11.1
Class B3, 0000>.....	86	74	41	41				
Through freight.....					2.80	3.10	.30	10.7
Local freight.....					3.00	3.30	.30	10.0
Class B4, 00000>.....	172	206	74	80				
Through freight—								
22 by 30 inch cylinders.....					3.25	3.55	.30	9.2
19½ by 28 inch cylinders.....					3.05	3.35	.30	9.8
20 by 24 inch cylinders.....					2.90	3.20	.30	10.3
Local freight—								
22 by 30 inch cylinders.....					3.45	3.75	.30	8.7
19½ by 28 inch cylinders.....					3.25	3.55	.30	9.2
20 by 24 inch cylinders.....					3.10	3.40	.30	9.7
Class C2, 0000>.....	55	47	38	40				
Passenger—								
Cylinders under 18 inches.....					2.25	2.40	.15	6.7
18 inches and over.....					2.50	2.65	.15	6.0
Class C3, 00000>.....	133	133	55	55				
Through freight—								
19½ by 28 inch cylinders.....					3.05	3.35	.30	9.8
20 by 24 inch cylinders.....					2.90	3.20	.30	10.3
19 by 24 inch cylinders.....					2.80	3.10	.30	10.7
Local freight—								
19½ by 28 inch cylinders.....					3.25	3.55	.30	9.2
20 by 24 inch cylinders.....					3.10	3.40	.30	9.7
19 by 24 inch cylinders.....					3.00	3.30	.30	10.0
Passenger—								
20 by 24 inch cylinders.....					2.65	2.80	.15	5.7
19 by 26 inch cylinders.....					2.50	2.65	.15	6.0
Class F2, 00000>.....	10	10	59	59				
Passenger.....					2.65	2.80	.15	5.7
Class F3, 000000>.....	9	29	59	72				
Passenger.....					2.65	2.80	.15	5.7

NORTHERN PACIFIC RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	2	1	32	29				
Switching.....					\$2.25	\$2.25	\$0.00	0.0
Class A3, 000>:								
Oil.....		10		75				
Coal.....	183	194	59	60				
Switching.....					2.25	2.25	.00	.0
Class A4, 0000>.....	9	9	69	69				
Switching.....					2.25	2.25	.00	.0
Class B3, 0000>.....	122	120	43	43				
Freight—								
100,000 pounds or more on drivers.....					3.00	3.00	.00	.0
Less than 100,000 pounds on drivers.....					2.80	2.80	.00	.0
Class B4, 00000>.....	77	75	72	72				
Freight.....					3.25	3.25	.00	.0
Class B5, 000000>.....	2	2	66	66				
Freight.....					3.25	3.25	.00	.0
Class C2, 0000>.....	107	98	36	29				
Passenger—								
Engines with 18-inch cylinders.....					2.50	2.50	.00	.0
Engines with 17-inch cylinders or under.....					2.35	2.35	.00	.0

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

NORTHERN PACIFIC RY.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—CON.								
Class C3, 0000o>:								
Oil.....		8		47				
Coal.....	102	104	46	48				
Oil burners, passenger—								
100,000 pounds or more on drivers.						\$2.90		
Less than 100,000 pounds on drivers.						2.70		
Coal burners, passenger—								
100,000 pounds or more on drivers.					\$2.90	2.90	\$0.00	0.0
Less than 100,000 pounds on drivers.					2.70	2.70	.00	.0
Coal burners, freight—								
100,000 pounds or more on drivers.					3.00	3.00	.00	.0
Less than 100,000 pounds on drivers.					2.80	2.80	.00	.0
Class D2, 000>.....	1	1	17	17	2.25	2.25	.00	.0
Switching.....					2.25	2.25	.00	.0
Class E3, 0000o>.....	150	150	77	77	3.05	3.05	.00	.0
Freight.....					3.05	3.05	.00	.0
Class E4, 00000o>.....	160	203	101	102	3.35	3.35	.00	.0
Freight.....					3.35	3.35	.00	.0
Class F2, 0000o>.....	6	6	44	44	2.90	2.90	.00	.0
Passenger.....					2.90	2.90	.00	.0
Class F3, 0000o>.....	78	142	71	71	2.90	2.90	.00	.0
Passenger.....					2.90	2.90	.00	.0
Class geared, 00000o>.....	1	1	86	86	3.00	3.00	.00	.0
Freight.....					3.00	3.00	.00	.0
Class geared, 0000>.....	3	3	56	56	3.00	3.00	.00	.0
Freight.....					3.00	3.00	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B4, 0000o>.....	42	42	86	89	3.25	3.25	.00	.0
Freight.....					3.25	3.25	.00	.0
Class C3, 0000o>.....	40	36	72	72				
Coal burners, freight—					3.00	3.00	.00	.0
100,000 pounds or more on drivers.					3.00	3.00	.00	.0
Class E4, 00000o>.....	20	17	104	103	3.35	3.35	.00	.0
Freight.....					3.35	3.35	.00	.0
Class E6, 0000000o>.....	16	22	158	151	3.55	3.55	.00	.0
Freight.....					3.55	3.55	.00	.0
Class E8, 000000000o>.....		5		202				
Freight.....						3.55		
Class F3, 0000o>.....	2		79		2.90			
Passenger.....					2.90			
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class B3, 000o>.....	20	19	54	54				
Freight—								
100,000 pounds or more on drivers.					3.00	3.00	.00	.0
Class B4, 0000o>.....	26	26	84	84	3.25	3.25	.00	.0
Freight.....					3.25	3.25	.00	.0
Class C3, 0000o>:								
Oil.....		3		58				
Coal.....	150	140	65	66				
Oil burners, passenger—								
100,000 pounds or more on drivers.						2.90		
Coal burners, passenger—								
100,000 pounds or more on drivers.					2.90	2.90	.00	.0
Coal burners, freight—								
100,000 pounds or more on drivers.					3.00	3.00	.00	.0
Class C4, 0000o>.....	4	4	75	75	3.25	3.25	.00	.0
Freight.....					3.25	3.25	.00	.0

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

OREGON RAILROAD & NAVIGATION CO.¹

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00.....	1		32					
Switching.....					\$2.25			
Class A3, 000.....								
Oil.....	6	6	65	65				
Coal.....	11	24	67	67				
Switching.....					2.25	\$2.50	\$0.25	11.1
Class B2, 000.....	1	1	9	8				
Switching.....					2.25	2.50	.25	11.1
Class B3, 0000>.....								
Oil.....	3	5	48	36				
Coal.....	11	12	45	42				
Switching.....					2.25	2.50	.25	11.1
Freight—								
Oil burners.....					2.75	3.15	.40	14.5
Coal burners.....					2.75	3.30	.55	20.0
Class B4, 00000>.....								
Oil.....	2	7	65	80				
Coal.....	48	53	88	86				
Freight—								
Oil burners—								
117,000 pounds on drivers.....					3.05	3.20	.15	4.9
149,000 to 187,000 pounds on drivers.....					3.05	3.30	.25	8.2
Coal burners—								
117,000 pounds on drivers.....					3.05	3.35	.30	9.8
149,000 to 187,000 pounds on drivers.....					3.05	3.45	.40	13.1
Class C2, 0000.....								
Oil.....	2	4	31	23				
Coal.....	27	28	28	28				
Freight—								
Oil.....					2.65	2.80	.15	5.7
Coal.....					2.65	2.95	.30	11.3
Class C3, 00000>.....								
Oil.....	9	10	50	48				
Coal.....	42	56	55	60				
Switching.....					2.25	2.50	.25	11.1
Freight—								
Oil burners—								
71,000 pounds on drivers.....					2.75	2.90	.15	5.5
119,000 to 126,000 pounds on drivers.....					2.90	3.05	.15	5.2
Coal burners—								
71,000 pounds on drivers.....					2.75	3.05	.30	10.9
119,000 to 126,000 pounds on drivers.....					2.90	3.20	.30	10.3
Passenger—								
92,000 pounds on drivers.....						2.80		
113,000 pounds on drivers.....						2.95		
Class E4, 000000>.....		41	102			3.45		
Freight.....								
Class F2, 00000>.....								
Oil.....		15	53					
Coal.....		15	53					
Passenger.....						2.95		
Class F3, 000000>.....								
Oil.....	1	11	62	73				
Coal.....	7	16	67	72				
Passenger.....					2.80	2.95	.15	5.4
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B4, 00000>.....								
Oil.....	6	12	90	88				
Coal.....	19	16	88	87				
Freight—								
154-26 by 30 inch cylinders—								
Oil.....					3.05	3.30	.25	8.2
Coal.....					3.05	3.45	.40	13.1

¹ Name changed Dec. 24, 1910, to Oregon-Washington Railroad & Navigation Co.

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

OREGON RAILROAD & NAVIGATION CO.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES—continued.								
Class C3, 00000>:								
Oil.....	1	1	69	69				
Coal.....	5	5	69	69				
Passenger.....					\$2.80	\$2.95	\$0.15	5.4
Class F3, 000000>:								
Oil.....	4	4	69	69				
Coal.....		4		69				
Passenger.....					2.80	2.95	.15	5.4
Class E8, 00000-00000>:								
Freight.....		3		197		4.00		

OREGON SHORT LINE R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	36	36	69	69				
Switching—								
100,800 to 140,000 pounds on drivers.....					\$2.25	\$2.50	\$0.25	11.1
150,000 pounds on drivers.....					2.35	2.60	.25	10.6
Class B4, 00000>.....	71	73	92	92				
Switching.....						2.50		
Freight—								
154,000 pounds on drivers.....					2.90	2.90	.00	.0
165,300 pounds on drivers.....					2.90	3.45	.55	19.0
178,800 to 187,000 pounds on drivers.....					2.90	3.55	.65	22.4
Class C2, 0000>.....	13	12	33	33				
Passenger.....					2.40	2.65	.25	10.4
Freight.....					2.50	2.95	.45	18.0
Work.....						2.95		
Switching.....					2.25			
Class C3, 00000>:								
Oil.....	4	4	52	52				
Coal.....	69	79	58	62				
Passenger—								
89,900 pounds on drivers.....						2.65		
103,400 pounds on drivers.....					2.55	2.80	.25	9.8
142,900 pounds on drivers.....					2.70	2.90	.20	7.4
159,900 pounds on drivers.....						3.00		
Freight—								
89,900 pounds on drivers.....					2.40	2.95	.55	22.9
103,400 pounds on drivers.....					2.50	3.10	.60	24.0
132,000 pounds on drivers.....					2.70	3.25	.55	20.4
140,000 pounds on drivers.....					2.70	3.25	.55	20.4
Construction.....					2.55	2.85	.30	11.8
Switching—								
103,400 pounds on drivers.....					2.55			
132,000 pounds on drivers.....						2.50		
Work—								
103,400 pounds on drivers.....						2.85		
132,000 pounds on drivers.....						3.00		
140,000 pounds on drivers.....					2.70			
Class C4, 000000>.....	7	7	80	80				
Freight.....					2.90	3.45	.55	19.0
Switching.....					2.25			
Class E4, 000000>.....		15		102				
Freight.....						3.44		
Class F2, 00000>.....	12	12	53	53				
Passenger.....					2.50	2.80	.30	12.0
Class F3, 000000>.....	4	14	71	71				
Passenger.....					2.70	3.00	.30	11.1

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

OREGON SHORT LINE R. R.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B3, 0000>.....	8	8	72	72				
Freight.....					\$2.70	\$3.00	\$0.30	11.1
Work.....						3.00		
Class B4, 00000>.....	30	28	84	84				
Freight.....								
165,300 pounds on drivers.....					2.90	3.45	.55	19.0
Class C3, 00000>.....								
Coal.....	1		73					
Passenger—								
145,660 pounds on drivers.....					2.60			

PEORIA & PEKIN UNION RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	21	29	60	67				
Switching.....					\$2.25	\$2.50	\$0.25	11.1
Class B3, 0000>.....	1	1	61	61				
Passenger.....					2.25	2.50	.25	11.1
Class C2, 0000>.....	3	3	24	24				
Passenger.....					2.25	2.50	.25	11.1

QUINCY, OMAHA & KANSAS CITY RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B4, 00000>.....	7	7	70	70				
Freight.....					\$2.58	\$2.88	\$0.30	11.6
Switching.....						2.34		
Class C2, 0000>.....	8	7	27	27				
Passenger.....					2.25	2.40	.15	6.7
Class C3, 00000>.....	10	10	51	51				
Freight.....					2.58	2.88	.30	11.6
Rates of pay not governed by class of engine:								
Passenger.....					2.25	2.40	.15	6.7
Through freight.....					2.58	2.88	.30	11.6
Way freight.....					2.78	3.08	.30	10.8
Switch.....					2.09	2.34	.25	12.0
Work.....					2.58	2.88	.30	11.6
Mixed.....						2.55		

ST. JOSEPH & GRAND ISLAND RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	33	33				
Switching.....					\$2.00	\$2.25	\$0.25	12.5
Class B3, 0000>.....	10	9	56	58				
Freight.....					2.70	3.20	.50	18.5
Class B4, 00000>.....	2	2	73	73				
Freight.....					2.95	3.25	.30	10.2
Class C2, 0000>.....	9	7	26	27				
Passenger.....					2.25	2.40	.15	6.7
Class C3, 00000>.....	5	5	48	48				
Passenger.....					2.25	2.40	.15	6.7
Freight.....					2.65	3.00	.35	13.2

ST. JOSEPH TERMINAL R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	4	4	36	36				
Switching.....					\$1.90	\$2.15	\$0.25	13.2

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ST. LOUIS & SAN FRANCISCO R. R.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>:								
Oil.....		32		50				
Coal.....	115	94	51	53				
Switching—								
First-class yards.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B3, 0000>:								
Oil.....		26		41				
Coal.....	57	30	41	24				
Freight—								
Oil.....					2.65	2.95	.30	11.3
Coal.....					2.65	3.10	.45	17.0
Class B4, 00000>:								
Oil.....		9		70				
Coal.....	159	203	77	80				
Freight—								
20 by 24 inch cylinders.....					2.90	3.20	.30	10.3
20 by 21 by 23 inch cylinders.....					3.25	3.30	.05	1.5
22 by 28 inch cylinders.....					3.25	3.40	.15	4.6
22 by 30 inch cylinders.....					3.50			
Class C2, 0000>:								
Oil.....		25		42				
Coal.....	154	127	32	29				
Passenger—								
Oil—								
Over 18-inch cylinders.....					2.50	2.65	.15	6.0
Under 18-inch cylinders.....					2.25	2.40	.15	6.7
Coal—								
Over 18-inch cylinders.....					2.50	2.65	.15	6.0
Under 18-inch cylinders.....					2.25	2.40	.15	6.7
Class C3, 00000>:								
Oil.....		79		62				
Coal.....	402	332	58	56				
Passenger.....					2.50			
Freight—								
Oil burners—								
18 and 19 inch cylinders.....						2.95		
20-inch and over.....						3.05		
Coal burners—								
18 and 19 inch cylinders.....						3.10		
20-inch cylinders and over.....						3.20		
Class F3, 000000>:								
Oil.....		5		73				
Coal.....	15	35	61	68				
Passenger—								
Oil burners—								
18-inch cylinders and over.....					2.50	2.65	.15	6.0
8-wheel all engines.....					2.50	2.80	.30	12.0
Coal burners—								
18-inch cylinders and over.....					2.50	2.65	.15	6.0
8-wheel all engines.....					2.50	2.80	.30	12.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class C3, 00000>:								
Coal.....	24	20	69	69				
Freight—								
Coal burners.....					3.05	3.35	.30	9.8
Class E8, 000000000>:		7		180				
Freight.....						4.00		
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class C3, 00000>:								
Coal.....	5	5	63	63				
Freight—								
Coal burners.....					2.90	3.20	.30	10.3

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ST. LOUIS, BROWNSVILLE & MEXICO RY.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES. ¹								
Class A3, 000>.....	3	3	50	50				
Switching.....					\$2.25	\$2.50	\$0.25	11.1
Class C2, 0000>.....	14	14	29	29				
Passenger.....					2.28	2.43	.15	6.1
Class C3, 00000>.....	12	12	48	48				
Passenger.....					2.28	2.43	.15	6.1
Through freight.....					2.70	2.85	.15	5.6
Local freight.....					3.06	3.21	.15	4.9

ST. LOUIS, IRON MOUNTAIN & SOUTHERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	100	100	77	77				
Switching.....					\$2.25	\$2.50	\$0.25	11.1
Class B3, 0000>.....		2		40				
Through freight.....						3.10		
Local freight.....						3.30		
Class B4, 00000>.....	145	162	71	75				
Through freight—								
22 by 30 inch cylinders.....					3.25	3.55	.30	9.2
19½ by 28 inch cylinders.....					3.05	3.35	.30	9.8
20 by 24 inch cylinders.....					2.90	3.20	.30	10.3
Local freight—								
22 by 30 inch cylinders.....					3.45	3.75	.30	8.7
19½ by 28 inch cylinders.....					3.25	3.55	.30	9.2
20 by 24 inch cylinders.....					3.10	3.40	.30	9.7
Class C2, 0000>.....	34	40	23	24				
Passenger—								
Under 18-inch cylinders.....					2.25	2.40	.15	6.7
18-inch cylinders and over.....					2.50	2.65	.15	6.0
Class C3, 00000>.....	175	179	48	48				
Through freight—								
19½ by 28 inch cylinders.....					3.05	3.35	.30	9.8
20 by 24 inch cylinders.....					2.90	3.20	.30	10.3
19 by 24 inch cylinders.....					2.80	3.10	.30	10.7
Local freight—								
19½ by 28 inch cylinders.....					3.25	3.55	.30	9.2
20 by 24 inch cylinders.....					3.10	3.40	.30	9.7
19 by 24 inch cylinders.....					3.00	3.30	.30	10.0
Passenger—								
20 by 24 inch cylinders.....					2.65	2.80	.15	5.7
19 by 26 inch cylinders.....					2.50	2.65	.15	6.0
Class C4, 000000>.....	19	19	86	86				
Through freight.....					3.30	3.60	.30	9.1
Local freight.....					3.50	3.80	.30	8.6
Class F2, 00000>.....	30	30	50	50				
Passenger.....					2.65	2.80	.15	5.7
Class F3, 000000>.....	12	12	59	59				
Passenger.....					2.65	2.80	.15	5.7

SAN ANTONIO & ARANSAS PASS RY.

SINGLE-EXPANSION LOCOMOTIVES. ²								
Class A3, 000>.....	2	3	38	41				
Switching—								
First-class yards.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B3, 0000>.....	41	46	39	41				
Switching—								
First-class yards.....					2.25	2.50	.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Through freight.....					2.70	2.85	.15	5.6
Local freight.....					3.10	3.25	.15	4.8
Work train.....					2.70	2.85	.15	5.6

¹ All oil-burning locomotives.

² All oil-burning locomotives. Through freight is 100 miles, 8 hours or less; passenger is 100 miles, 5 hours or less.

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SAN ANTONIO & ARANSAS PASS RY.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—CON.								
Class C2, 0000>.....	24	20	27	29				
Passenger—								
Under 18-inch cylinders.....					\$2.25	\$2.40	\$0.15	6.7
18-inch cylinders and over.....					2.50	2.65	.15	6.0
Class C3, 00000>.....	9	9	49	49				
Through freight.....					2.70	2.85	.15	5.6
Local freight.....					3.10	3.25	.15	4.8
Work train.....					2.70	2.85	.15	5.6

SAN PEDRO, LOS ANGELES & SALT LAKE R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>:								
Oil.....	11	11	74	74				
Coal.....	2	2	75	75				
Switching—								
Oil.....					\$2.35	\$2.60	\$0.25	10.6
Coal.....					2.35	2.60	.25	10.6
Class B4, 00000>:								
Oil.....	63	63	92	92				
Coal.....	21	21	90	90				
Freight, oil burners—								
West of Otis.....					3.05	3.20	.15	4.9
East of Otis.....					3.05	3.30	.25	8.2
Freight, coal burners.....					3.15	3.45	.30	9.5
Class C2, 0000>:								
Oil.....	4	4	31	31				
Coal.....	8	8	34	34				
Passenger.....					2.50	2.65	.15	6.0
Class C3, 00000>:								
Oil.....	8	8	56	56				
Coal.....	1		45					
Passenger.....					2.50	2.65	.15	6.0
Class F2, 00000> (oil).....	4	4	53	53				
Passenger.....					2.50	2.65	.15	6.0
Class F3, 000000>:								
Oil.....	20	20	72	72				
Coal.....	6	6	72	72				
Passenger—								
Oil.....					2.75	2.90	.15	5.5
Coal.....					2.85	3.00	.15	5.3
Class Shay (coal).....	3	3	63	63				
Switching.....					2.80	3.05	.25	8.9

SPOKANE, PORTLAND & SEATTLE RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	5	6	75	69	\$2.00	\$2.50	\$0.50	25.0
Switching.....								
Class B3, 0000>.....	1	1	42	42				
Freight.....					2.00	2.95	.95	47.5
Class B4, 00000>.....	13	14	83	82				
Freight.....					3.00	3.40	.40	13.3
Class C2, 0000>.....	2	6	28	28				
Passenger.....					2.55	2.55	.00	0.0
Class C3, 00000>.....		6		56			3.05	
Passenger.....								
Class E3, 00000>.....	15	15	75	75				
Freight.....					2.80	3.40	.60	21.4
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class C3, 00000>.....		10		78		3.05		
Passenger.....								
Class F2, 00000>.....	10	10	54	54				
Passenger.....					2.75	3.05	.30	10.9

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SOUTHERN PACIFIC CO.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>:								
Oil.....	144	152	60	61				
Coal.....	11	6	60	62				
Switching—								
First-class yards.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B3, 000o>:								
Oil.....	110	151	64	70				
Coal.....	7	8	59	66				
Passenger—Oil and coal—								
Valley, 18-inch cylinders and over.....					2.25	2.65	.40	17.8
Mountain, 18-inch cylinders and over.....					2.98	3.13	.15	5.0
Between Roseville and Truckee.....						3.90		
Passenger—Over 140,000 pounds on drivers—								
Valley.....					2.50	2.65	.15	6.0
Mountain.....					3.12	3.27	.15	4.8
Class B4, 000Oo>:								
Coal.....	41	25	91	93				
Oil.....	267	274	91	92				
Passenger—Oil and coal—								
18-inch cylinders and over—								
Valley.....					2.25	2.65	.40	17.8
Mountain.....					2.98	3.13	.15	5.0
Over 140,000 pounds on drivers—								
Valley.....					2.50	2.65	.15	6.0
Mountain.....					3.12	3.27	.15	4.8
Between Roseville and Truckee.....						3.90		
Class C2, 00oo>:								
Coal.....	4	1	29	16				
Oil.....	171	165	30	32				
Passenger—								
Less than 18-inch cylinders—								
Valley.....						2.40		
Mountain.....						3.00		
Cylinders 18 inches and over—								
Valley.....					2.25	2.65	.40	17.8
Mountain.....					2.98	3.13	.15	5.0
Passenger—Coal and oil—								
Over 140,000 pounds on drivers—								
Valley.....					2.50			
Mountain.....					3.12			
Class C3, 000oo>:								
Coal.....	16	15	51	53				
Oil.....	241	255	51	53				
Passenger—Oil and coal—								
Cylinders 18 inches and over—								
Valley.....					2.25	2.65	.40	17.8
Mountain.....					2.98	3.13	.15	5.0
Over 140,000 pounds on drivers—								
Valley.....					2.50	2.65	.15	6.0
Mountain.....					3.12	3.27	.15	4.8
Between Roseville and Truckee.....						3.90		
Class C4, 0000oo> (oil).....	22	31	64	63				
Passenger—								
Cylinders 18 inches and over—								
Valley.....					2.25	2.65	.40	17.8
Mountain.....					2.98	3.13	.15	5.0
Over 140,000 pounds on drivers—								
Valley.....					2.50	2.65	.15	6.0
Mountain.....					3.12	3.27	.15	4.8
Between Roseville and Truckee.....						3.90		
Class D2, o00> (oil).....	2	2	12	12				
Passenger—								
Valley.....					2.25	2.65	.40	17.8
Class E3, o000o> (oil).....	7	7	40	40				
Passenger.....					2.75	2.90	.15	5.5

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SOUTHERN PACIFIC CO.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—con.								
Class E4, oOOOo>(coal).....		6		103				
Over 140,000 pounds on drivers—								
Freight—								
Valley.....						\$3.12		
Mountain, 8 miles per hour.....						3.40		
Mountain, 10 miles per hour.....						3.65		
Class F2, oOOOo>:								
Coal.....	7	2	52	98				
Oil.....	34	45	53	50				
Passenger—								
Cylinders 18 inches and over—								
Valley.....					\$2.25	2.65	\$0.40	17.8
Mountain.....					2.98	3.13	.15	5.0
Over 140,000 pounds on drivers—								
Valley.....					2.50			
Mountain.....					3.12			
Class F3, oOOOo>:								
Coal.....	16	16	70	70				
Oil.....	12	22	71	71				
Passenger—								
Valley.....					2.50	2.65	.15	6.0
Mountain.....					3.12	3.27	.15	4.8
Between Roseville and Truckee.....					3.90	3.90	.00	0.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B3, OOOo>:								
Oil.....	7	10	74	72				
Coal.....	33	13	72	72				
Freight—Oil—								
Less than 75,000 pounds on drivers—								
Valley.....						2.61		
Mountain, 8 miles per hour.....						2.97		
Mountain, 10 miles per hour.....						3.22		
110,000 to 140,000 pounds on drivers—								
Valley.....					2.69	2.84	.15	5.6
Mountain, 8 miles per hour.....					2.96	3.11	.15	5.1
Mountain, 10 miles per hour.....					3.21	3.36	.15	4.7
Over 140,000 pounds on drivers—								
Valley.....					2.82	2.97	.15	5.3
Mountain, 8 miles per hour.....					3.10	3.25	.15	4.8
Mountain, 10 miles per hour.....					3.35	3.50	.15	4.5
Between Roseville and Truckee—								
Mallet.....						4.00		
All other.....						3.75		
Freight—Coal—								
Less than 110,000 pounds on drivers—								
Valley.....						2.76		
Mountain, 8 miles per hour.....						3.12		
Mountain, 10 miles per hour.....						3.27		
110,000 to 140,000 pounds on drivers—								
Valley.....					2.69	2.99	.30	10.6
Mountain, 8 miles per hour.....					2.96	3.26	.30	9.7
Mountain, 10 miles per hour.....					3.21	3.51	.30	9.0
Over 140,000 pounds on drivers—								
Valley.....					2.82	3.12	.30	10.6
Mountain, 8 miles per hour.....					3.10	3.40	.30	9.7
Mountain, 10 miles per hour.....					3.35	3.65	.30	9.0
Between Roseville and Truckee—								
Mallet.....						4.00		
All other.....					3.75	3.75	.00	.0

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SOUTHERN PACIFIC CO.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES—continued.								
Class C3, 00000>:								
Coal.....	4	4	71	71				
Freight—Coal—								
Less than 75,000 pounds on drivers—								
Valley.....						\$2.61		
Mountain, 8 miles per hour.....						2.97		
Mountain, 10 miles per hour.....						3.22		
75,000 to 110,000 pounds on drivers—								
Valley.....					\$2.69	2.71	\$0.02	0.7
Mountain, 8 miles per hour.....					2.96	2.97	.01	.3
Mountain, 10 miles per hour.....					3.21	3.22	.01	.3
Over 140,000 pounds on drivers—								
Valley.....					2.82			
Mountain, 8 miles per hour.....					3.10			
Mountain, 10 miles per hour.....					3.35			
Between Roseville and Truckee.....					3.75			
Class F2, 00000>:								
Coal.....	9		53					
Oil.....	13	22	53	53				
Passenger—								
Cylinders 18 inches and over—								
Valley.....					2.25			
Mountain.....					2.98			
Over 140,000 pounds on drivers—								
Valley.....					2.50			
Mountain.....					3.12			
Between Roseville and Truckee.....					3.90			
Freight—								
75,000 to 110,000 pounds on drivers—								
Valley.....						2.71		
Mountain, 8 miles per hour.....						2.97		
Mountain, 10 miles per hour.....						3.22		
Class E8, 00000-00000> (oil).....	2	17	197	197				
Passenger—								
Valley.....					2.82	4.00	1.18	41.8
Mountain.....					3.35	4.00	.65	19.4
Freight—								
Valley.....						4.00		
Mountain.....						4.00		
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class B4, 00000>:								
Oil.....	20	15	87	87				
Freight—Oil—								
Over 110,000 to 140,000 pounds on drivers—								
Valley.....					2.69	2.84	.15	5.6
Mountain, 8 miles per hour.....					2.96	3.11	.15	5.1
Mountain, 10 miles per hour.....					3.21	3.36	.15	4.7
Over 140,000 pounds on drivers—								
Valley.....					2.82	2.97	.15	5.3
Mountain, 8 miles per hour.....					3.10	3.25	.15	4.8
Mountain, 10 miles per hour.....					3.35	3.50	.15	4.5
Between Roseville and Truckee—								
Mallet.....						4.00		
All other.....						3.75		
Class C3, 00000>:								
Freight—Coal—	1		50					
Less than 75,000 pounds on drivers—								
Valley.....						2.84		
Mountain, 8 miles per hour.....						3.11		
Mountain, 10 miles per hour.....						3.36		

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—(Continued.)

SOUTHERN PACIFIC CO.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES—continued.								
Class C4, 000000> (oil).....	24	15	67	69				
Over 140,000 pounds on drivers—								
Valley.....					\$2.82	\$2.97	\$0.15	5.3
Mountain, 8 miles per hour.....					3.10	3.25	.15	4.8
Mountain, 10 miles per hour.....					3.35	3.50	.15	4.5
110,000 to 140,000 pounds on drivers—								
Valley.....					2.69	2.84	.15	5.6
Mountain, 8 miles per hour.....					2.96	3.11	.15	5.1
Mountain, 10 miles per hour.....					3.21	3.36	.15	4.7

TEXAS & PACIFIC RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	42	41	38	38				
Switching:								
First-class yards.....					\$2.25	\$2.50	\$0.25	11.1
Second-class yards.....					2.15	2.40	.25	11.6
Class B2, 000> (oil).....		18		35				
Switching:								
First-class yards.....						2.50		
Second-class yards.....						2.40		
Class B3, 0000>.....	20		35					
Switching:								
First-class yards.....					2.25			
Second-class yards.....					2.15			
Class B4, 00000> (oil).....		2		35				
Switching:								
First-class yards.....						2.50		
Second-class yards.....						2.40		
Class C2, 0000>.....	84	84	24	24				
Through freight, 18-inch cylinders or less.....					2.70	3.00	.30	11.1
Local freight, 18-inch cylinders or less.....					3.00	3.30	.30	10.0
Passenger:								
Under 18-inch cylinders.....					2.25	2.40	.15	6.7
18-inch cylinders or over.....					2.50	2.65	.15	6.0
Class C3, 00000>.....	242	241	55	55				
Passenger:								
Under 18-inch cylinders.....					2.25	2.40	.15	6.7
18-inch cylinders or over.....					2.50	2.65	.15	6.0
Through freight:								
18-inch cylinders or under.....					2.70	3.00	.30	11.1
19-inch cylinders.....					2.85	3.15	.30	10.5
20-inch cylinders.....					3.05	3.35	.30	9.8
Local freight:								
18-inch cylinders or under.....					3.00	3.30	.30	10.0
19-inch cylinders.....					3.15	3.45	.30	9.5
20-inch cylinders.....					3.25	3.55	.30	9.2
21-inch cylinders.....						3.65		
22-inch cylinders.....						3.75		
Class F2, 00000>.....	2	2	55	55				
Passenger.....					2.50	2.75	.25	10.0

UNION PACIFIC R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	87	105	57	60				
Switching:								
18 by 26 inch cylinders.....					\$2.25	\$2.50	\$0.25	11.1
19 by 26 inch cylinders.....					2.25	2.50	.25	11.1
Class B3, 0000>.....	2	2	48	48				
Freight, 18 by 26 inch cylinders.....					2.70	3.00	.30	11.1

Rates paid to locomotive firemen before and after the arbitration of 1910 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

UNION PACIFIC R. R.—Continued.

	Number.		Average weight on drivers (tons).		Rate per day of 100 miles, or 10 hours or less.		Increase.	
	1909	1911	1909	1911	1909	1911	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—CON.								
Class B4, OOOOo>.....	164	212	88	87				
Freight:								
21 by 28 inch cylinders.....					\$3.25	\$3.55	\$0.30	9.2
21 by 30 inch cylinders.....					3.25	3.55	.30	9.2
22 by 30 inch cylinders.....					3.25	3.55	.30	9.2
20 by 24 inch cylinders.....					3.00	3.30	.30	10.0
Switching, 22 by 24 inch cylinders.....					2.25	2.50	.25	11.1
Class C2, OOOo>.....	64	56	32	32				
Passenger, 18 by 26 inch cylinders.....					2.50	2.65	.15	6.0
Freight, 18 by 26 inch cylinders.....					2.70	3.00	.30	11.1
Switching, 18 by 26 inch cylinders.....					2.25	2.50	.25	11.1
Class C3, OOOOo>.....	118	123	56	56				
Freight:								
18 by 24 inch cylinders.....					2.70	3.00	.30	11.1
19 by 24 inch cylinders.....					2.85	3.15	.30	10.5
20 by 28 inch cylinders.....					3.00	3.30	.30	10.0
20 by 24 inch cylinders.....					2.85	3.15	.30	10.5
20 by 28 inch cylinders.....					2.95			
Passenger:								
19 by 24 inch cylinders.....					2.65	2.80	.15	5.7
20 by 24 inch cylinders.....					2.65	2.80	.15	5.7
20 by 28 inch cylinders.....					2.75	2.90	.15	5.5
18 by 24 inch cylinders.....					2.65			
Switching, 18 by 24 inch cylinders.....					2.25	2.50	.25	11.1
Class C4, OOOOo>.....	8	8	83	83				
Freight, 21 by 30 inch cylinders.....					3.25	3.55	.30	9.2
Class E4, oOOOo>.....		39		104				
Freight, 23 by 30 inch cylinders.....						3.55		
Passenger, 26 by 28 inch cylinders.....						3.75		
Class F2, oOOOo>.....	41	24	54	53				
Passenger, 20 by 28 inch cylinders.....					2.75	2.90	.15	5.5
Class F3, oOOOo>.....	29	60	71	71				
Passenger, 22 by 28 inch cylinders.....					2.85	3.00	.15	5.3
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B4, OOOOo>.....	108	76	82	82				
Freight:								
15-26 by 30 inch cylinders.....					3.25	3.55	.30	9.2
17-28 by 30 inch cylinders.....					3.25	3.55	.30	9.2
Class C3, OOOOo>.....	45	40	70	70				
Passenger, 15-26 by 28 inch cylinders.....					2.75	2.90	.15	5.5
Freight, 15-26 by 28 inch cylinders.....					2.95	3.25	.30	10.2
Class F2, oOOOo>.....	15	15	55	55				
Passenger, 16-27 by 28 inch cylinders.....					2.75	2.90	.15	5.5
Class E8, oOOOO-OOOo>.....		3		147				
Freight, 26-40 by 30 inch cylinders.....						4.00		

WICHITA VALLEY RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B3, OOOo>.....	2	8	58	46				
Freight:								
Through.....					\$2.60	\$2.90	\$0.30	11.5
Local.....					2.80	3.10	.30	10.7
Class B4, OOOOo>.....	2	2	45	58				
Freight:								
Through.....					2.80	3.10	.30	10.7
Local.....					3.00	3.30	.30	10.0
Class C2, OOOo>.....	5	6	25	25				
Passenger.....					2.25	2.40	.15	6.7
Freight:								
Through.....					2.60			
Local.....					2.80			

COMPARISON OF SCHEDULES IN EFFECT BEFORE AND AFTER THE
AWARD OF THE ARBITRATION BOARD.

As further illustrating the effect of the application of the award of the arbitration board, and in order to corroborate the statements based on the classification of engines of the Interstate Commerce Commission, a comparison, so far as it was possible, was made from the printed or typewritten official schedules of rates of pay and working rules in effect on the different railroads prior and subsequent to the award of the arbitration board. The comparison of rates was made on a day, hour, mileage, or trip basis, according to the standard of comparison afforded by the schedules of the individual railroads. In the case of some companies no comparison was possible because of the basis of wage payments as the result of the arbitration proceedings. It will be noted that the increases in rates of pay shown in the following series of tables are practically the same as those first set in the comparison according to the Interstate Commerce Commission's classification of locomotives.

The detailed comparison by railroads, arranged in alphabetical order, is given below. In the case of each railroad a detailed basic comparison is made, followed by derivative tables which show the amount and per cent of increase in rates of pay according to principal branches of service.

ATCHISON, TOPEKA & SANTA FE RAILWAY CO.

On the Atchison, Topeka & Santa Fe Railway the rates of pay to passenger train firemen, as the result of the arbitration board award, were advanced 15 cents a day, which was equivalent to increases over preexisting rates of from 5.4 to 6.7 per cent. On coal-burning locomotives in mountain and helper service, rates of pay were advanced 9.7 to 14 per cent; and on oil-burning engines 4.8 to 7 per cent, according to classes of engine and operating districts.

In through freight service, firemen in all districts and on all types of engines, except Mikado, Decapod, and Santa Fe types, had their rates increased 30 cents a day on coal-burning and 15 cents a day on oil-burning locomotives. On Mikado, Decapod, and Santa Fe types of locomotives the advances secured as the result of the arbitration ranged, according to operating districts, from 30 to 92 cents a day over preexisting rates, being equivalent in terms of percentages to increases in rates of pay from 8.7 to 32.5 per cent. The same advances in rates were allowed in work train as in through freight service. In switching service an increase was granted of 25 cents a day, which was equivalent to increases over rates which had been paid before the arbitration in various yards ranging from 10.9 to 11.6 per cent. In local or way freight service, firemen on all engines except the Mikado type were paid 15 cents more a day than they would have received for the same class of engine in through freight service.

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 15, 1910.

Class of engine.	District 1. ¹				District 2. ²				District 3. ³				District 4. ⁴			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
PASSENGER SERVICE.																
Engines under 18-inch cylinders.....	\$2.25	\$2.40	\$0.15	6.7	\$2.35	\$2.50	\$0.15	6.4	\$2.35	\$2.50	\$0.15	6.4	\$2.30	\$2.45	\$0.15	6.5
Engines 18-inch cylinders and over.	2.50	2.65	.15	6.0	2.50	2.65	.15	6.0	2.50	2.65	.15	6.0	2.50	2.65	.15	6.0
Atlantic.....	2.50	2.65	.15	6.0	2.65	2.80	.15	5.7	2.50	2.65	.15	6.0	2.50	2.65	.15	6.0
Mogul, Prairie, Pacific.....	2.50	2.65	.15	6.0	2.70	2.85	.15	5.6	2.70	2.85	.15	5.6	2.65	2.80	.15	5.7
Consolidation balanced compound																
Prairie, Mikado, Decapod, and																
Santa Fe types.....	2.50	2.65	.15	6.0	2.79	2.94	.15	5.4	2.70	2.85	.15	5.6	2.65	2.80	.15	5.7
Class of engine.																
District 1.⁵																
Rate per day.				Increase.	Rate per day.				Increase.	Rate per day.				Increase.		
1907					1911					1907					1911	
8-wheel engines:																
MOUNTAIN AND HELPER SERVICE.																
Coal.....	\$2.53				\$2.83				11.9				\$2.15			
Oil.....	{				{				{				{			
10-wheel engines weighing less than 100,000 pounds on drivers:	2.68				.15				5.9				2.30			
Coal.....	{				{				{				{			
Oil.....	2.94				.30				11.4				2.75			
10-wheel engines weighing 100,000 pounds or over on drivers: ⁷	2.79				.15				5.7				2.45			
Coal.....	{				{				{				{			
Oil.....	2.70				3.00				11.1				2.75			
On Prairie types with less than 24-inch cylinder, Mogul consolidation weighing 135,000 pounds	2.85				.15				5.6				2.60			
or over on drivers and balanced compound Prairie:	{				{				{				{			
Coal.....	3.10				3.40				9.7				2.75			
Oil.....	{				{				{				{			
	3.25				.15				4.8				2.60			

¹ Chicago and Canon City, Wellington and Pecos, including branches.

² Pueblo and Denver.

³ La Junta and Raton, Las Vegas and Albuquerque, Rio Grande division and Clovis and Belen.

⁴ Raton and Las Vegas.

⁵ Colorado Springs and Palmer Lake, Trinidad and Raton, Lamy and Glorieta, Grama and Nutt, and Rincon and Dona Ana, and in 1911 Belen and Mountainair.

⁶ East of La Junta, and in 1911 between Wellington and Pecos.

⁷ Rates given for 1911 also apply to consolidation engines weighing less than 135,000 pounds on drivers.

Consolidation less than 135,000 pounds on drivers:	Class of service.										Increase.	
	Rate per day.										Amount.	Per cent.
	1907					1911						
135,000 pounds on drivers:												
Coal.....	3.15	10.5	2.85	3.15	.30	10.5	2.74	3.04	10.9			
Oil.....	3.00	5.3		3.00	.15	5.3		2.89	11.1			
Balanced compound Prairie and consolidation, 135,000 pounds and over on drivers:												
Coal.....	3.55	9.2	3.25	3.55	.30	9.2	2.83	3.13	10.5			
Oil.....	3.40	4.6		3.40	.15	4.6		2.98	5.3			
Mikado, Decapod, and Santa Fe types:												
Coal.....	3.75	11.9	3.25	3.75	.50	15.4	2.83	3.75	32.5			
Oil.....												
Class of service.												
SWITCHING.												
Strong City and Bazar Switch.....												
First-class yards.....												
Other yards.....												
WORK TRAIN.												
Between Chicago and Denver:												
Coal.....												
Oil.....												
New Mexico division:												
Coal.....												
Oil.....												
Rio Grande division:												
Coal.....												
Oil.....												

¹ Chicago and Canon City and branches, including Wellington and Pecos in 1911.

² Pueblo and Denver.

³ La Junta and Raton, Las Vegas and Albuquerque.

⁴ Not including in 1911 simple engines 24-inch cylinder and over, and compound engines weighing 215,000 pounds or more on drivers, on which the rate in 1911 in all districts was \$3.75 per day.

⁵ Raton and Las Vegas.

⁶ South of Albuquerque, including Clovis and Belen in 1911.

⁷ Starkville and Hobron, Blossburg and Waldo districts.

⁸ Santa Fe, and in 1907 Hot Springs.

⁹ Firemen on local or way-freight trains in 1907 paid 15 cents per 100 miles in addition to rate applying to same class of engine on through runs in the following districts: Main line, Chicago & Denver, including Emporia and Hutchinson cut-offs; main line: Southern Kansas division, including Third and Grand districts, also Chanute and Tulsa runs; main line: Panhandle division; main line: Newton to Purcell, including Shawnee district; Florence to Winfield, via Eldorado district. In 1911, Firemen on local or way-freight trains, except when Mallet engines were used, paid 15 cents per 100 miles in addition to rate applying to same class of engine on through runs. Firemen in snow-plow service paid same rate as in through freight service as per class of engine used.

Class of engine.	Rate per day.		Basis of a day's work.
	1907	1911	
WORK TRAIN SERVICE.			
Between Chicago and Denver:			
Coal.....	\$2.44	{ \$2.74 2.59	} 10 hours or less, 100 miles or less. ⁴
Oil.....			
New Mexico division:			
Coal.....	2.64	{ 2.94 2.79	} Do.
Oil.....			
Rio Grande division:			
Coal.....	2.55	{ 2.85 2.70	} Do.
Oil.....			
Simple engines with cylinders 24 inches or over in diameter, and compound engines weighing 215,000 pounds or more on drivers.....		3.75	Do.
Mallet types.....		4.00	Do.

District 1: Chicago and Canon City and branches, including Wellington and Peecos in 1911.

District 2: Pueblo and Denver.

District 3: La Junta and Raton, Las Vegas and Albuquerque.

District 4: Raton and Las Vegas.

District 5: South of Albuquerque, including Clovis and Belen in 1911.

District 6: Starkville and Hebron, Blossburg and Waldo districts.

District 7: Santa Fe and in 1907 Hot Springs.

¹ Over 100 miles paid for pro rata.

² Firemen on local or way freight trains in 1907 paid 15 cents per 100 miles in addition to rate applying to same class of engine on through run, in the following districts: Main line, Chicago to Denver, including Emporia and Hutchinson cut-offs; main line, Southern Kansas division, including Third and Girard districts, also Chanute-Tulsa runs; main line, Panhandle division; main line, Newton to Purcell, including Shawnee district; Florence to Winfield, via Eldorado district. In 1911 firemen on local or way freight trains, except when Mallet engines used, paid 15 cents per 100 miles in addition to rate applying to same class of engine on through run. Firemen in snowplow service paid same rate as in through freight service as per class of engine used, 10 hours or less to constitute a day, overtime pro rata. This applying only to firemen on locomotives regularly equipped with wedge plows, or pushing, wedge, rotary, or pull plows while assigned to snowplow service.

³ Not including in 1911 simple engines with cylinders 24 inches and over in diameter, and compound engines weighing 215,000 pounds or more on drivers, on which the rate in 1911 in all districts was \$3.75 per day.

⁴ Overtime pro rata.

Rates of pay of locomotive firemen.

Class of engine.	Rate per—		District 1. ¹		District 2. ²		District 3. ³		District 4. ⁴	
	1907	1911	1907 ⁵	1911 ⁶	1907 ⁵	1911 ⁶	1907 ⁵	1911 ⁶	1907 ⁵	1911 ⁶
PASSENGER SERVICE.										
Engines with cylinders under 18 inches in diameter.....	100 miles or less per day.	100 miles or less, 8 hours or less.	\$2.25	\$2.40	\$2.35	\$2.50	\$2.35	\$2.50	\$2.30	\$2.45
Engines with cylinders 18 inches and over in diameter.....	do.....	do.....	2.50	2.65	2.50	2.65	2.50	2.65	2.50	2.65
Atlantic.....	do.....	do.....	2.50	2.65	2.65	2.80	2.50	2.65	2.50	2.65
Mogul, Prairie, Pacific.....	do.....	do.....	2.50	2.65	2.70	2.85	2.70	2.85	2.65	2.80
Consolidation, balanced compound Prairie, Mikado, Decapod, and Santa Fe types.....	do.....	do.....	2.50	2.65	2.79	2.94	2.70	2.85	2.65	2.80
Mallet.....	do.....	do.....	.....	4.00	.....	4.00	.....	4.00	.....	4.00

¹ Chicago and Canon City, Wellington and Pecos, including branches.² Pueblo and Denver.³ La Junta and Raton, Las Vegas and Albuquerque, Rio Grande division, and Clovis and Belen.⁴ Raton and Las Vegas.⁵ Over 100 miles pro rata: 8 hours constitute a day.⁶ When the schedule for any train exceeds 8 hours, all delays, if more than 59 minutes beyond the schedule time, paid for pro rata: 20 miles an hour considered running time.⁷ When simple engines having cylinders 24 inches or over in diameter or compound engines weighing 215,000 pounds or over on drivers, whether coal or oil, are used in passenger service, the rate is fixed at \$3.75 per 100 miles or less per day on all districts, 100 miles or less, 8 hours or less, constitute a day. All delays over 8 hours of more than 59 minutes paid for pro rata; 12½ miles an hour considered running time.

Class of engine.	District 1. ¹		District 2. ²		District 3. ³	
	1907	1911	1907	1911	1907	1911
MOUNTAIN AND HELPER SERVICE. ⁴						
8-wheel engines:						
Coal.....	\$2.53	\$2.83	\$2.15	\$2.45		
Oil.....	2.53	2.68	2.15	2.30		
10-wheel engines weighing less than 100,000 pounds on drivers:						
Coal.....	2.64	2.94	2.45	2.75		
Oil.....	2.64	2.79	2.45	2.60		
10-wheel engines weighing 100,000 pounds or over on drivers: ⁵						
Coal.....	2.70	3.00	2.45	2.75		
Oil.....	2.70	2.85	2.45	2.60		
On Prairie types with cylinders less than 24 inches in diameter; Mogul consolidations weighing 135,000 pounds or over on drivers, and balanced compound Prairie:						
Coal.....	3.10	3.40	2.45	2.75		
Oil.....	3.10	3.25	2.45	2.60		
Mikado, Decapod, and Santa Fe.					\$3.20	
Simple engines with cylinders 24 inches or over:						
Coal.....		3.75		3.75		
Oil.....		3.75		3.75		
Compound engines weighing 215,000 pounds or more on drivers:						
Coal.....		3.75		3.75		
Oil.....		3.75		3.75		
Mallet types.....		4.00		4.00		
SWITCHING. ⁶						
Strong City and Bazar switch.....					\$2.30	\$2.55
First-class yards.....					2.25	2.50
Other yards.....					2.15	2.40
Deadheading (per mile).....					.0115	.014

¹ Colorado Springs and Palmer Lake, Trinidad and Raton, Lamy and Glorieta, Grama and Nutt, and Rincon and Dona Ana; and in 1911 Belen and Mountainair.

² East of La Junta and in 1911 between Wellington and Pecos.

³ Trinidad and Raton and Lamy and Glorieta.

⁴ 10 hours or less, 100 miles or less, to constitute a day's work; overtime pro rata.

⁵ Rate given for 1911 also applies to consolidation engines weighing less than 135,000 pounds on drivers.

⁶ 10 hours or less a day; overtime pro rata after 10 hours to be computed in periods of 15 minutes.

ATCHISON, TOPEKA & SANTA FE RAILWAY—COAST LINES.

On the coast lines of the Atchison, Topeka & Santa Fe Railway increases in rates of pay to passenger train firemen granted by the arbitration board ranged from 5.7 to 6.7 per cent, according to the size of the cylinder of the engine used. In through freight service firemen on coal-burning engines received an advance in pay of approximately 10 per cent, or 30 cents a day; on oil-burning engines the increases granted were about one-half of those granted on engines using coal as fuel. Firemen engaged in switching service had their rates of pay increased slightly more than 11 per cent. On simple engines weighing less than 215,000 pounds on drivers used as helpers, increases of 15 cents (oil) and 30 cents (coal) were granted by the arbitration board; on simple engines weighing more than 215,000 pounds on drivers the advances in rates of pay allowed were considerably larger on coal-burning locomotives, or 96 cents a day, or 34.4 per cent. These large engines also when on work and wreck train service were awarded an increase of \$1.10, or 41.5 per cent per day. Hostlers secured an increase of 25 cents a day, or 8.3 per cent, while those employed on a monthly basis had their rates of pay increased 5 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine.	Passenger.				Freight—Average rate per specified trip. ¹			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Engines under 18-inch cylinders.	\$2.25	\$2.40	\$0.15	6.7				
Engines 18-inch cylinders and over.	2.50	2.65	.15	6.0				
Engines 135,000 pounds or more on drivers, and Atlantic type balance compound, between Albuquerque and Bakersfield, only.	2.65	2.80	.15	5.7				
8-wheel: ²								
Coal.					\$2.80	\$3.10	\$0.30	10.7
Oil.						2.95	.15	5.4
10-wheel, less than 100,000 pounds on drivers: ²								
Coal.					2.89	3.19	.30	10.4
Oil.						3.04	.15	5.2
10-wheel, 100,000 pounds or more on drivers: ³								
Coal.					2.92	3.22	.30	10.3
Oil.						3.07	.15	5.1
Prairie: ⁴								
Coal.					3.22	3.52	.30	9.3
Oil.						3.37	.15	4.7
Consolidation less than 135,000 pounds on drivers: ²								
Coal.					2.97	3.27	.30	10.1
Oil.						3.12	.15	5.1
Simple consolidation 135,000 pounds or more, and less than 215,000 pounds on drivers, and less than 24-inch cylinders, and compound consolidation less than 215,000 pounds on drivers: ⁵								
Coal.					3.12	3.42	.30	9.6
Oil.						3.27	.15	4.8

¹ An additional allowance of 15 cents per 100 miles on certain regularly assigned local freight runs allowed 1907 and 1910 and on all other regularly assigned local freight runs an additional allowance of 25 miles per 100 miles paid in 1910.

² Rates for 1910 do not apply to engines with 24-inch cylinder or over.

³ Rates for 1910 do not apply to coal burners with 24-inch cylinder or over.

⁴ Rates for 1910 do not apply to simple coal burners 24-inch cylinder or over.

⁵ Includes in 1907 all classes of engines not previously enumerated.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

Class of engine.	Switching.				Gallup coal run.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
All engines:								
First-class yards.....	\$2.15	\$2.40	\$0.25	11.6				
Second-class yards.....	2.25	2.50	.25	11.1				
All engines.....					\$2.50	\$2.75	\$0.25	10.0

Class of engine.	Helper.				Work and construction.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Simple engines less than 24-inch cylinders; and compound engines less than 215,000 pounds on drivers:								
Coal.....	\$2.79	\$3.09	\$0.30	10.8	\$2.65	\$2.95	\$0.30	11.3
Oil.....		2.94	.15	5.4				
Simple engines 24-inch cylinders and over; and compound engines 215,000 pounds or more on drivers:								
Coal.....	2.79	3.75	.96	34.4	2.65	3.75	1.10	41.5
Oil.....		2.94	.15	5.4				

Class of engine.	Hostlers.				Mixed runs—Round trip Escandido-Folbrook.			
	Rate per day.		Increase.		Rate per month.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
All engines.....	\$3.00	\$3.25	\$0.25	8.3	\$78.52	\$82.43	\$3.91	5.0

Rates of pay per day of locomotive firemen.

Class of engine.	Albuquerque and Bakers- field. ¹		Los Angeles division, Mountain. ¹		Valley and Valley divi- sion. ¹	
	1907	1910	1907	1910	1907	1910
FREIGHT SERVICE. ²						
8-wheel: ³						
Oil.....	\$2.74	\$2.89	\$2.95	\$3.10	\$2.70	\$2.85
Coal.....	2.74	3.04	2.95	3.25	2.70	3.00
10-wheel less than 100,000 pounds on drivers: ³						
Oil.....	2.90	3.05	2.95	3.10	2.83	2.98
Coal.....	2.90	3.20	2.95	3.25	2.83	3.13
10-wheel 100,000 pounds or more on drivers: ⁴						
Oil.....	2.95	3.10	2.95	3.10	2.85	3.00
Coal.....	2.95	3.25	2.95	3.25	2.85	3.15
Prairie: ⁵						
Oil.....	3.35	3.50	3.35	3.50	2.95	3.10
Coal.....	3.35	3.65	3.35	3.65	2.95	3.25
Consolidation less than 135,000 pounds on drivers: ³						
Oil.....	3.10	3.25	2.95	3.10	2.85	3.00
Coal.....	3.10	3.40	2.95	3.25	2.85	3.15
Simple consolidation 135,000 pounds or more, and less than 215,000 pounds on drivers, and cylinders less than 24 inches in diameter, and compound consolidations less than 215,000 pounds on drivers: ⁶						
Oil.....	3.35	3.50	3.05	3.20	2.95	3.10
Coal.....	3.35	3.65	3.05	3.35	2.95	3.25
All engines not otherwise provided for, 215,000 pounds or more on drivers, and all simple engines with cylinders 24 inches or more in diameter:						
Oil.....		3.50		3.20		3.10
Coal.....		3.75		3.75		3.75
Mallet type.....		4.00		4.00		4.00

¹ Basis of day's work, 10 hours, 100 miles or less; on schedules of more than 10 hours, delays of more than 1 hour beyond the schedule paid for pro rata.

² An additional allowance of 15 cents per 100 miles on certain local regularly assigned local freight trains allowed 1907 and 1910, and on all other regularly assigned local freight runs an additional allowance of 25 miles per 100 miles paid in 1910.

³ Rates for 1910 do not apply to engines with cylinders 24 inches or more in diameter.

⁴ Rates for 1910 do not apply to coal burners with cylinders 24 inches or more in diameter.

⁵ Rates for 1910 do not apply to simple coal burners with cylinders 24 inches or more in diameter.

⁶ Includes in 1907 all classes of engines not previously enumerated.

Rates of pay per day of locomotive firemen—Continued.

Class of engine.	Gallup coal run.		Helper service.		Work and construction service.		Passenger. ¹		Switching.	
	1907 ²	1910	1907 ³	1910	1907 ³	1910	1907	1910	1907	1910
All engines.....	\$2.50	\$2.75								
Simple engines with cylinders less than 24 inches in diameter and compound engines less than 215,000 pounds on drivers:										
Coal.....			⁴ \$2.79	⁴ \$3.09	\$2.65	\$2.95				
Oil.....			⁴ 2.79	⁵ 2.94	2.65					
Simple engines with cylinders 24 inches or over in diameter and compound engines 215,000 pounds or more on drivers:										
Coal.....			2.79	3.75	2.65	3.75				
Oil.....			2.79	⁵ 2.94	2.65					
Mallet type:										
Coal.....				4.00		4.00				
Oil.....				4.00		4.00				
Oilburners.....					2.65	2.80				
Engines having cylinders under 18 inches in diameter.....							\$2.25	\$2.40		
Engines having cylinders 18 inches and over in diameter.....							2.50	2.65		
Engines 135,000 pounds or more on drivers and Atlantic type balance compound, between Albuquerque and Bakersfield only.....							2.65	2.80		
Switching: ⁶										
First-class yards.....									\$2.15	\$2.40
Second-class yards.....									2.25	2.50

Class of service.	Rate.	
	1907	1910
Hostlers, per day of 12 hours.....	\$3.00	\$3.25
Handling engine to or from shop.....	2.40	2.40
Escandido-Folbrook:		
Mixed runs, round trip per month.....	78.52	82.43
Deadheading, per mile.....	.021	.021

¹ Rates given are for 100 miles or less, 8 hours a day's work.² 10 hours constitute a day's work.³ 10 hours or less constitute a day's work.⁴ Except between Pictonville and San Bernardino, where rate is \$2.76 per day, 1907; coal, \$3.06 per day, 1910; oil, \$2.91 per day, 1910.⁵ Except between Pictonville and San Bernardino, where rate is: Oil, \$2.91 per day, 1910; coal, \$2.94 per day, 1910.⁶ 10 hours or less, one day; overtime, pro rata.

NOTE.—Overtime, pro rata; no overtime for delays of 59 minutes or less, passenger service.

CANADIAN NORTHERN RAILWAY CO.

Passenger train firemen employed by the Canadian Northern Railway had their rates of pay advanced by the arbitration award from 5 to 6.4 per cent, and in freight, work train, and switching service, from 9.2 to 12.8 per cent. Hostlers' daily rates of pay were increased from \$2.90 to \$3.15 a day, or 8.6 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine.	Passenger.				Freight, mixed, or snowplow train. ¹			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1908	1910	Amount.	Per cent.	1908	1910	Amount.	Per cent.
Consolidation.....	\$3.00	\$3.15	\$0.15	5.0	\$3.25	\$3.55	\$0.30	9.2
110 per cent and over except consolidation.....	2.90	3.05	.15	5.2	3.00	3.30	.30	10.0
75 to 100 per cent.....	2.70	2.85	.15	5.6	2.80	3.10	.30	10.7
Standard engine, 18 by 24.....	2.65	2.80	.15	5.7				
Standard engine, 17 by 24.....	2.35	2.50	.15	6.4				
All other engines.....					2.60	2.90	.30	11.5

Class of engine.	Work trains.				Switching.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1908	1910	Amount.	Per cent.	1908	1910	Amount.	Per cent.
Consolidation.....	\$3.00	\$3.30	\$0.30	10.0				
110 per cent and over except consolidation.....	2.75	3.05	.30	10.9				
75 to 100 per cent.....	2.55	2.85	.30	11.8				
All other engines.....	2.35	2.65	.30	12.8				
All engines.....					\$2.25	\$2.50	\$0.25	11.1

Class of engine.	Hostlers.			
	Rate per day.		Increase.	
	1908	1910	Amount.	Per cent.
All engines.....	\$2.90	\$3.15	\$0.25	8.6

¹ In 1908, 15 cents, and in 1910, 25 cents, added to through freight rates for way freight.

Rates of pay per day of locomotive firemen.

Class of engine.	Passenger. ¹		Freight, mixed, or snowplow trains. ¹		Work trains. ¹		Switching.	
	1908	1910	1908 ²	1910 ²	1908	1910	1908	1910
Consolidation.....	\$3.00	\$3.15	\$3.25	\$3.55	\$3.00	\$3.30		
110 per cent and over except consolidation.....	2.90	3.05	3.00	3.30	2.75	3.05		
75 to 100 per cent.....	2.70	2.85	2.80	3.10	2.55	2.85		
Standard engines, 18 by 24.....	2.65	2.80						
Standard engines, 17 by 24.....	2.35	2.50						
All other engines.....			2.60	2.90	2.35	2.65		
Switching, all yards, present established (all engines) ³							\$2.25	\$2.50
Hostlers, per day of 12 hours or less.....	2.90	3.15						

¹ Basis of day's work, 100 miles or less, 10 hours or less; overtime pro rata.

² In 1908, 15 cents; and in 1910, 25 cents added to through freight rates for way freight.

³ Basis of a day's work, 10 hours or less.

⁴ Overtime pro rata 10 hours per day.

Deadheading, 200 miles or less, minimum passenger rates, actual mileage; distance in excess of 200 miles half minimum passenger rates.

CHICAGO & ALTON RAILROAD CO.

As the result of the application of the award of the arbitration board upon the Chicago & Alton Railroad passenger train firemen had their rates of pay advanced, according to class of engine used, from 6 to 6.7 per cent; through freight train firemen, from 10.2 to 11.7 per cent; local freight train firemen, from 8.7 to 22 per cent; work train firemen from 9.3 to 12.9 per cent. Firemen employed in pusher or helper service had their monthly rates of pay increased from \$75 to \$84, or 12 per cent, while those in yard service received an advance of 25 cents a day, or 11.4 per cent. Hostlers were granted an increase in rates of pay of 5 cents an hour, which was equivalent to an advance over former rates of 22.7 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine. ¹	Passenger.				Through freight.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1912	Amount.	Per cent.	1907	1912	Amount.	Per cent.
D1, D2, D3, D4, D5, D6, D odd.....	\$2.25	\$2.40	\$0.15	6.7	.....	.....	.....	.....
I1, I2, I3, E, G1, G2, G3, F1, F3, F4, F odd, D7.....	2.50	2.65	.15	6.0	.....	.....	.....	.....
H1, H2.....	.....	.....	.....	.....	\$2.95	\$3.25	\$0.30	10.2
F3, F4, G3, I1, I2, I3, D7.....	.....	.....	.....	.....	2.90	3.20	.30	10.3
D1 to D6, inclusive, F1, G1, G2, and all other classes of small engines.....	.....	.....	.....	.....	2.57	2.87	.30	11.7

Class of engine. ¹	Local freight.				Work train.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1912	Amount.	Per cent.	1907	1912	Amount.	Per cent.
H1, H2.....	\$2.87	\$3.50	\$0.63	22.0	.....	.....	.....	.....
F3, F4, G3, I1, I2, I3, D7.....	2.87	3.45	.58	20.2	.....	.....	.....	.....
D1 to D6, inclusive, F1, G1, G2, and all other classes of small engines.....	2.87	3.12	.25	8.7	\$2.32	\$2.62	\$0.30	12.9
H1, H2, I1, I2, and I3.....	.....	.....	.....	.....	2.70	3.00	.30	11.1
F3, F4, G3, E, and D7.....	.....	.....	.....	.....	2.65	2.95	.30	11.3

Class of engine. ¹	Pusher.				Yard. ²			
	Rate per month.		Increase.		Rate per day.		Increase.	
	1907	1912	Amount.	Per cent.	1907	1912	Amount.	Per cent.
All engines.....	\$75.00	\$84.00	\$9.00	12.0	\$2.20	\$2.45	\$0.25	11.4

¹ Includes all engines for which comparable data are available.

² Average for all yards.

³ H1 and H2 engines.

⁴ I1, I2, and I3 engines.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration effective May 16, 1910—Continued.

Class of engine. ¹	Carrollton Branch.				Hostlers.			
	Rate per day.		Increase.		Rate per hour.		Increase.	
	1907	1912	Amount.	Per cent.	1907	1912	Amount.	Per cent.
All engines.....	\$2.40	\$2.70	\$0.30	12.5	\$0.22	\$0.27	\$0.05	22.7

¹ Includes all engines for which comparable data are available.

Rates of pay per day of locomotive firemen.

Class of engine. ¹	Passenger. ²		Through freight. ³		Work train.		Local freight. ³		Hostlers.	
	1907	1912	1907	1912	1907	1912	1907	1912	1907	1912
D1, D2, D3, D4, D5, D6, D odd.....	\$2.25	\$2.40	.....	.....	.....	.....	.....	.....	.....	.....
I1, I2, I3, E, G1, G2, G3, F1, F3, F4, F odd, D7.....	2.50	2.65	.....	.....	.....	.....	.....	.....	.....	.....
H1 and H2.....	.....	.....	\$2.95	\$3.25	.....	.....	\$2.87	\$3.50	.....	.....
F3, F4, G3, I1, I2, I3, D7.....	.....	.....	2.90	3.20	.....	.....	2.87	3.45	.....	.....
D1 to D6, inclusive, F1, G1, G2, and all other classes of small engines.....	.....	.....	2.57	2.87	.....	.....	2.87	3.12	.....	.....
H1, H2, I1, I2, and I3.....	.....	.....	.....	.....	\$2.70	{ ⁴ \$3.00 ⁶ 2.95}	.....	.....	.....	.....
F3, F4, G3, E, and D7.....	.....	.....	.....	.....	2.65	2.95	.....	.....	.....	.....
D1 to D6, inclusive, F1, G1, G2, and all other classes of small engines.....	.....	.....	.....	.....	2.32	2.62	.....	.....	.....	.....
All engines.....	.....	.....	.....	.....	.....	.....	.....	.....	⁶ \$0.22	⁶ \$0.27

Yard service.	Rate. ⁷	
	1907	1912
Kansas City, East St. Louis, and Chicago.....	\$2.25	\$2.50
All other yards.....	2.15	2.40

Class of service.	Rate per—	1907	1912
Carrollton branch.....	Day.....	\$2.40	\$2.70
Watching engine.....	Hour.....	.27	.33
Deadheading.....	Mile.....	.0126	.028
Pusher service ⁸	Month.....	75.00	84.00
Making up trains.....	Hour ⁹.....	.22	.27

¹ Includes all engines for which comparable data are given in the rate schedules before and after award.

² Day's work, 1907, 8 hours; 1912, 8 hours or less, 100 miles or less. Delays of more than 2 hours beyond schedule time when exceeding 8 hours paid for pro rata.

³ 10 hours or less, 100 miles or less constitute a day's work, overtime pro rata.

⁴ Applies to H1 and H2.

⁵ Applies to I1, I2 and I3.

⁶ Per hour.

⁷ 10 hours or less constitute a day, overtime pro rata.

⁸ 10 hours or less constitute a day's work. Overtime, per hour: 1907, 27 cents; 1912, 28 cents.

⁹ In addition to pay for trip.

NOTE.—Mallet type engines, 1912, rates of firemen all classes of service, \$4; Mikado type, \$3.75 per day of 100 miles or less; 25 cents per day additional on Mikado type in local freight service.

CHICAGO, BURLINGTON & QUINCY RAILROAD CO.

On the Chicago, Burlington & Quincy Railroad, rates paid to firemen in passenger service were, as can be seen from the following table, advanced by the arbitration award 5.2 to 10 per cent a day, according to different classes of engines. In through freight service rates were increased 30 cents a day, and in local freight service, 35 cents a day, being equivalent to increases, according to different types of engines, of 9.1 to 12.3 per cent. Switching rates were advanced 2.5 cents an hour, or 11.4 per cent. Work train and helper service rates were increased 9.8 to 12.5 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine.	Passenger.				Through freight.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
Group 1: A 2, 3, 4, 5, K 6, I1.....	\$2.25	\$2.40	\$0.15	6.7	.....	.....	.....	.....
Group 2: A1, D2, K 7, 9, H 1, 2, R1..	2.50	2.65	.15	6.0	.....	.....	.....	.....
Group 3: A6, K 1, 2, 3.....	2.50	2.75	.25	10.0	.....	.....	.....	.....
Group 4: H 3, 4, R 2, 3, D7.....	2.70	2.85	.15	5.6	.....	.....	.....	.....
Group 5: K 4, 5, P 1, 2, 3, 4.....	2.70	2.95	.25	9.3	.....	.....	.....	.....
Group 6: D 3, 4, L, R 4, 5.....	2.90	3.05	.15	5.2	.....	.....	.....	.....
Group 1: A 1, 2, 3, 4, 5, K 6, 9, H5, I1..	.....	.....	.....	.....	\$2.65	\$2.95	\$0.30	11.3
Group 2: A6, D2, K 1, 2, 3, 7, H 1, 2, R1	.....	.....	.....	.....	2.85	3.15	.30	10.5
Group 3: H 3, 4, K 4, 5, P 1, 2, 3, 4, R 2, 3, D7.....	.....	.....	.....	.....	3.00	3.30	.30	10.0
Group 4: D 3, 4, L, R 4, 5, S1.....	.....	.....	.....	.....	3.30	3.60	.30	9.1
All engines, average rate per specified trip.....	.....	.....	.....	.....	3.13	3.43	.30	9.6

Class of engine.	Local freight.				Switching.			
	Rate per day.		Increase.		Rate per hour.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
Group 1: A 1, 2, 3, 4, 5, K 6, 9, H5, I1..	\$2.85	\$3.20	\$0.35	12.3	.....	.....	.....	.....
Group 2: A6, D2, K 1, 2, 3, 7, H 1, 2, R1	3.05	3.40	.35	11.5	.....	.....	.....	.....
Group 3: H 3, 4, K 4, 5, P 1, 2, 3, 4, R 2, 3, D7.....	3.20	3.55	.35	10.9	.....	.....	.....	.....
Group 4: D 3, 4, L, R 4, 5, S1.....	3.50	3.85	.35	10.0	.....	.....	.....	.....
All engines, average rate for all yards.....	.....	.....	.....	.....	\$0.22	\$0.245	\$0.025	11.4

Class of engine.	Suburban.				Work train and helper.			
	Rate per trip.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
All engines:	.....	.....	.....	.....	.....	.....	.....	.....
Average rate for specified trips.....	\$0.54	\$0.565	\$0.025	4.6	.....	.....	.....	.....
Pullman Avenue, St. Paul.....	2.55	2.70	.15	5.9	.....	.....	.....	.....
Group 1 engines.....	.....	.....	.....	.....	\$2.40	\$2.70	\$0.30	12.5
Group 2 engines.....	.....	.....	.....	.....	2.60	2.90	.30	11.5
Group 3 engines.....	.....	.....	.....	.....	2.75	3.05	.30	10.9
Group 4 engines.....	.....	.....	.....	.....	3.05	3.35	.30	9.8

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

Class of engine.	East Winona to Winona; East Dubuque to Dubuque; Galena Junction to Galena.				Hannibal-Palmyra Junction, Quincy Run: Groups 1 and 2, average rate.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
All engines.....	\$2.50	\$2.65	\$0.15	6.0	\$2.60	\$2.75	\$0.15	5.8

Class of engine.	Average rate for specified trips.				New Castle to Cambria.			
	Rate per day.		Increase.		Rate per month.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
All engines.....	\$3.16	\$3.46	\$0.30	9.5	\$75.00	\$75.00	\$0.00	0.0

Rates of pay of locomotive firemen.

Class of engine.	Passenger (per day). ¹		Class of engine.	Passenger (per day). ¹	
	1907	1911		1907	1911
Group 1:			Group 4:		
A 2, 3, 4, 5.....	\$2.25	\$2.40	H 3, 4.....	\$2.70	\$2.85
K 6.....	2.25	2.40	R 2, 3.....	2.70	2.85
II.....	2.25	2.40	D 7.....	2.70	2.85
Group 2:			Group 5:		
A 1.....	2.50	2.65	K 4, 5.....	2.70	2.95
D 2.....	2.50	2.65	P 1, 2, 3, 4.....	2.70	2.95
K 7, 9.....	2.50	2.65	Group 6:		
H 1, 2.....	2.50	2.65	D 3, 4.....	2.90	3.05
R 1.....	2.50	2.65	L.....	2.90	3.05
Group 3:			R 4, 5, S 1.....	2.90	3.05
A 6.....	2.50	2.75	Group 7: O 1.....		3.20
K 1, 2, 3.....	2.50	2.75	Group 8: T 1, 2.....		4.00

Class of engine.	Through freight (per day). ²		Local freight (per day). ²	
	1907	1911	1907	1911
Group 1:				
A 1, 2, 3, 4, 5.....	\$2.65	\$2.95	\$2.85	\$3.20
K 6, 9.....	2.65	2.95	2.85	3.20
H 5.....	2.65	2.95	2.85	3.20
II.....	2.65	2.95	2.85	3.20
Group 2:				
A 6.....	2.85	3.15	3.05	3.40
D 2.....	2.85	3.15	3.05	3.40
K 1, 2, 3, 7.....	2.85	3.15	3.05	3.40
H 1, 2.....	2.85	3.15	3.05	3.40
R 1.....	2.85	3.15	3.05	3.40
Group 3:				
H 3, 4.....	3.00	3.30	3.20	3.55
K 4, 5.....	3.00	3.30	3.20	3.55
P 1, 2, 3, 4.....	3.00	3.30	3.20	3.55
R 2, 3, D 7.....	3.00	3.30	3.20	3.55
Group 4:				
D 3, 4.....	3.30	3.60	3.50	3.85
L.....	3.30	3.60	3.50	3.85
R 4, 5.....	3.30	3.60	3.50	3.85
S 1.....	3.30	3.60	3.50	3.85
Group 5: O 1.....		3.75		4.00
Group 6: T 1, 2.....		4.00		4.25

¹ 100 miles or less, 10 hours or less, 1 day. Delays of 1 hour or more in starting from or after arriving at a terminal paid at hourly rates for all time in excess of 1 hour.

² 100 miles or less, 10 hours or less, 1 day; overtime pro rata.

Rates of pay of locomotive firemen—Continued.

Class of engine.	Work trains (per day). ¹		Helpers (per day). ²		
	1907	1911	1907	1911	
Group 1 engine.....	\$2.40	\$2.70	\$2.40	\$2.70	
Group 2 engine.....	2.60	2.90	2.60	2.90	
Group 3 engine.....	2.75	3.05	2.75	3.05	
Group 4 engine.....	3.05	3.35	3.05	3.35	
Group 5 engine.....		3.60		3.60	
Group 6 engine.....		4.00		4.00	
			1907	1911	
Pay trains.....				\$3.20	
Specials, etc.....			\$2.40	\$2.55	
Delay over 2 hours, except in case of obstruction or impairment of track, then half pay (per hour).....			.24	.255	
			1907 (per hour).	1911 (per hour).	
SWITCHING SERVICE.					
First-class yards.....			\$0.225	\$0.25	
All other yards.....			.215	.24	
			1907 (per hour).	1911 (per hour).	
SUBURBAN SERVICE. ⁴					
Chicago to Riverside.....			\$0.43	\$0.45	
Chicago to Downer's Grove ⁵.....			.65	.68
Pullman Avenue-St. Paul.....			\$2.55	\$2.70	
Specified runs.	1907	1911	Specified runs.	1907	1911
East Winona to Winona; East Dubuque to Dubuque; Ga- lena Junction to Galena ⁷	\$2.50	\$2.65	Deadwood Central R. R. ¹⁰	\$3.00	\$3.30
Hannibal to Palmyra Junc- tion, Quincy run:			Black Hill & Fort Pierre R.R. ¹⁴	3.00	3.30
Group 1.....	2.50	2.65	New Castle to Cambria ¹¹	75.00	75.00
Group 2.....	2.70	2.85	Denver to Lyons and return: ¹²		
Hot Springs and Winnekahta ⁸	3.05	3.35	Freight group 1.....	3.10	3.40
Spearfish to Deadwood and return ⁹	3.60	3.90	Freight group 2.....	3.10	3.40
			Freight group 3.....	3.20	3.50

¹ 10 hours or less, 1 day; overtime pro rata.² 100 miles or less, 10 hours or less, 1 day; overtime pro rata.³ Minimum rate.⁴ All engines per single trip.⁵ One day's pay for Sunday and holiday work allowed on suburban runs, which are arranged so that men can make but one round trip.⁶ Per day.⁷ Passenger run, per day of 10 hours; all class of engines, overtime paid pro rata.⁸ Including extra trips.⁹ All class of engines.¹⁰ Overtime after 10 hours.¹¹ Straight time for working days and extra time for Sundays; overtime after 10 hours, 1911.¹² Including switching and hostling at Lyons.

CHICAGO GREAT WESTERN RAILROAD CO.

Firemen employed in through freight, helper, and work train service on the Chicago Great Western Railroad had their rates advanced by the award of the arbitration board 30 cents a day, or 9.8 to 11.8 per cent, according to different types of engines. Passenger train firemen were granted an advance of 15 cents a day, which, when applied to rates paid before the arbitration on different types of engines, was equivalent to an increase of 5.7 to 6.5 per cent. In yard service the increase of 25 cents a day when allowed by the board when applied to rates paid on this railway was equivalent to advances of 11.4 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Standard engines under 18-inch cylinders.				Standard engines 18 inches and over.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
Passenger.....	\$2.30	\$2.45	\$0.15	6.5	\$2.50	\$2.65	\$0.15	6.0
Through freight.....	2.55	2.85	.30	11.8	2.55	2.85	.30	11.8
Way freight.....	2.75	3.10	.35	12.7	2.75	3.10	.35	12.7
Helper.....	2.55	2.85	.30	11.8	2.55	2.85	.30	11.8
Work.....	2.55	2.85	.30	11.8	2.55	2.85	.30	11.8
Yard (average for all yards)...	2.20	2.45	.25	11.4	2.20	2.45	.25	11.4
St. Paul and Minneapolis transfer.....	2.50	2.75	.25	10.0	2.50	2.75	.25	10.0
De Kalb and Cedar Falls branches.....	2.55	2.85	.30	11.8	2.55	2.85	.30	11.8

Class of service.	Mogul engines.				10-wheel, or Prairie engines.				Consolidation engines.			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount	Per cent.	1907	1911	Amount	Per cent.	1907	1911	Amount	Per cent.
Passenger.....	\$2.50	\$2.65	\$0.15	6.0	\$2.65	\$2.80	\$0.15	5.7	.....	.....	.....	.....
Through freight....	2.75	3.05	.30	10.9	2.95	3.25	.30	10.2	\$3.05	\$3.35	\$0.30	9.8
Way freight.....	2.95	3.30	.35	11.9	3.15	3.50	.35	11.1	3.25	3.60	.35	10.8
Helper.....	2.75	3.05	.30	10.9	2.95	3.25	.30	10.2	3.05	3.35	.30	9.8
Work.....	2.75	3.05	.30	10.9	2.95	3.25	.30	10.2	3.05	3.35	.30	9.8
Yard (average for all yards).....	2.20	2.45	.25	11.4	2.20	2.45	.25	11.4	2.20	2.45	.25	11.4
St. Paul and Minneapolis transfer.....	2.50	2.75	.25	10.0	2.70	2.95	.25	9.3	2.70	2.95	.25	9.3
De Kalb and Cedar Falls branches...	2.55	2.85	.30	11.8	2.55	2.85	.30	11.8	2.55	2.85	.30	11.8

Rates of pay per day of locomotive firemen.

Class of service.	Standard.				Mogul.		10-wheel or Prairie.		Consolida- tion.		24-inch cylinders and over, 1911.		Mallet, 1911.
	Under 18-inch cylinders.		18-inch cylinders and over.								With super- heater.	Without su- perheater.	
	1907	1911	1907	1911	1907	1911	1907	1911					
Passenger.....	\$2.30	\$2.45	\$2.60	\$2.65	\$2.50	\$2.65	\$2.65	\$2.80	.....	\$3.20	\$2.80	\$3.75	\$4.00
Freight, through....	2.55	2.85	2.55	2.85	2.75	3.05	2.95	3.25	\$3.05	3.35	3.25	3.75	4.00
Freight, way.....	2.75	3.10	2.75	3.10	2.95	3.30	3.15	3.50	3.25	3.60	3.50	4.00	4.20
Helper.....	2.55	2.85	2.55	2.85	2.75	3.05	2.95	3.25	3.05	3.35	3.25	3.75	4.00
Work.....	2.55	2.85	2.55	2.85	2.75	3.05	2.95	3.25	3.05	3.35	3.25	3.75	4.00
St. Paul and Minne- apolis transfer.....	2.50	2.75	2.50	2.75	2.50	2.75	2.70	2.95	2.70	2.95	2.95	3.75	4.00
Mixed transfer, serv- ice between Coun- cil Bluffs and South Omaha, and on Chicago "horn run".....	.....	2.70	.....	2.70	.....	2.70	.....	2.85	.....	2.85	2.85	3.45	4.00
De Kalb and Cedar Falls branches....	2.55	2.85	2.55	2.85	2.55	2.85	2.55	2.85	2.55	2.85	2.85	3.75	4.00
Switching:													
Group 1 yards...	2.25	2.50	2.25	2.50	2.25	2.50	2.25	2.50	2.25	2.50	2.50	2.50	4.00
All other yards..	2.15	2.40	2.15	2.40	2.15	2.40	2.15	2.40	2.15	2.40	2.40	2.40	.....

NOTE.—100 miles or less, 10 hours or less, constitute the basis of a day's work.

CHICAGO, MILWAUKEE & ST. PAUL RAILWAY CO.

On the Chicago, Milwaukee & St. Paul Railway it was possible from the printed schedules to compare the rates of pay on eight-wheel engines only before and after the award of the arbitration board. The advances in daily rates of pay granted by the board when applied to the rates prevailing on this class of locomotives before the award show an increase of 6 per cent to passenger firemen, of 12 per cent to firemen in through freight, and work train service, of 15.1 per cent in way freight train service, and of 11 per cent in switching service.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	8-wheel engines. ¹			
	Rate per day.		Increase.	
	1907	1912	Amount.	Per cent.
Passenger.....	\$2.50	\$2.65	\$0.15	6.0
Freight.....	2.50	2.80	.30	12.0
Way freight.....	2.65	3.05	.40	15.1
Work.....	2.50	2.80	.30	12.0
Switching ²	2.275	2.525	.25	11.0

¹ Comparable data for other classes of engines in the service not available.² Average for all yards.

Rates of pay of locomotive firemen.

Class of service.	Rate per—	8-wheel, all engines.		Overtime, per hour.	
		1907	1911	1907	1911
Passenger	100 miles or less, 10 hours or less.	\$2.50	\$2.65	\$0.25	\$0.265
Freight.....	do.....	2.50	2.80	.25	.28
Way freight.....	do.....	2.65	3.05	.265	.305
Work.....	do.....	2.50	2.80	.25	.28
Switching:					
First-class yards.....	10 hours or less....	2.30	2.55	.23	.255
Second-class yards.....	do.....	2.25	2.50	.225	.25

NOTE.—Rates of pay are classified according to seven different classes of engines, both before and after award. Only the rates on "8-wheel, all engines," are presented in the official schedules in comparable form.

Engine dispatchers, 12-hour day:

1907.....	\$2.70
1911.....	2.95

CHICAGO, ROCK ISLAND & PACIFIC RAILWAY CO. AND CHICAGO, ROCK ISLAND & GULF RAILWAY CO.

Firemen employed in passenger service by the Chicago, Rock Island & Pacific Railway Co. and the Chicago, Rock Island & Gulf Railway Co. had, by the award of the arbitration board, their rates of pay increased 15 cents a day, or from 4.9 to 6 per cent, according to class of engines. On coal-burning locomotives in through freight service the rates of pay to firemen were advanced 30 cents a day, and on Mogul engines 40 cents a day, or from 9.1 to 14.8 per cent, according to classes of locomotives. On oil-burning locomotives in the same branch of service the rate of increase granted was 15 cents a day, which was equivalent to advances of 4.5 to 5.9 per cent over the daily rates of pay before the award of the board. In local freight service practically the same increases were allowed as in the case of through freight service. On switching engines advances in rates of pay were made ranging from 10.6 to 11.6 per cent, and in snow-plow service an increase of 30 cents a day, or 12 per cent, was granted. Firemen engaged in Chicago suburban passenger service had their rates of pay increased 15 cents a day, or 5.2 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engines.	Passenger.				Through freight.				Local freight.			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
8-wheel:												
18-inch cylinders and under—												
Coal.....	\$2.50	\$2.65	\$0.15	6.0	\$2.55	\$2.85	\$0.30	11.8	\$2.75	\$3.05	\$0.30	10.9
Oil.....						2.70	.15	5.9		2.90	.15	5.5
19-inch cylinders—												
Coal.....	2.60	2.75	.15	5.8	2.60	2.90	.30	11.5	2.80	3.10	.30	10.7
Oil.....						2.75	.15	5.8		2.95	.15	5.4
19 to 21 inch cylinders, with trailer (Atlantic)—												
Coal.....	2.70	2.85	.15	5.6	2.70	3.00	.30	11.1	2.90	3.20	.30	10.3
Oil.....						2.85	.15	5.6		3.05	.15	5.2
6-wheel connecting:												
18 and 19 inch cylinders—												
Coal.....	2.70	2.85	.15	5.6	2.80	3.10	.30	10.7	3.00	3.30	.30	10.0
Oil.....						2.95	.15	5.4		3.15	.15	5.0
18 and 19 inch cylinders (Mogul)—												
Coal.....	2.70	2.85	.15	5.6	2.70	3.10	.40	14.8	2.90	3.20	.30	10.3
Oil.....						2.85	.15	5.6		3.05	.15	5.2
20 to 22 inch cylinders—												
Coal.....	2.95	3.10	.15	5.1	3.00	3.30	.30	10.0	3.20	3.50	.30	9.4
Oil.....						3.15	.15	5.0		3.35	.15	4.7
20 to 22 inch cylinders with trailer (Pacific)—												
Coal.....	2.95	3.10	.15	5.1	3.00	3.30	.30	10.0	3.20	3.50	.30	9.4
Oil.....						3.15	.15	5.0		3.35	.15	4.7
Consolidation:												
20 and 21 inch cylinders—												
Coal.....	3.05	3.20	.15	4.9	3.05	3.35	.30	9.8	3.25	3.55	.30	9.2
Oil.....						3.20	.15	4.9		3.40	.15	4.6
22 and 23 inch cylinders—												
Coal.....	3.05	3.20	.15	4.9	3.30	3.60	.30	9.1	3.50	3.80	.30	8.6
Oil.....						3.45	.15	4.5		3.65	.15	4.3
<hr/>												
Class of engines.	Chicago suburban service between Chicago and Oak Forest (if done within 13 hours).				Switching.				Snowplow.			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
All classes of engines.....	\$2.90	\$3.05	\$0.15	5.2	2.15	2.40	\$0.25	11.6	.....	.....	.....	.....
18-inch cylinders and under.....	.....	.....	.....	.....	2.25	2.50	.25	11.1	.....	.....	.....	.....
19 and 20 inch cylinders.....	.....	.....	.....	.....	2.35	2.60	.25	10.6	.....	.....	.....	.....
21-inch cylinders and over.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Snowplow.....	.....	.....	.....	.....	.....	.....	.....	.....	\$2.50	\$2.80	\$0.30	12.0

¹ Rates fixed in 1910 also apply to 6-wheel connecting 23-inch cylinder engines with trailer (Pacific).

Rates of pay of locomotive firemen.

Class of engine.	Rate per—	Passenger.		Through freight. ¹			Local freight. ¹		
		1907	1910	1907	1910		1907	1910	
					Coal.	Oil.		Coal.	Oil.
8-wheel: 18-inch cylinders and under.	100 miles or less; overtime pro rata.	\$2.50	\$2.65	\$2.55	\$2.85	\$2.70	\$2.75	\$3.05	\$2.90
19-inch cylinders	do	2.60	2.75	2.60	2.90	2.75	2.80	3.10	2.95
19 to 21 inch cylinders, with trailer (Atlantic).	do	2.70	2.85	2.70	3.00	2.85	2.90	3.20	3.05
6-wheel connecting: ² 18 and 19 inch cylinders	do	2.70	2.85	2.80	3.10	2.95	3.00	3.30	3.15
18 and 19 inch cylinders (Mo- gul).	do	2.70	2.85	2.70	3.10	2.85	2.90	3.20	3.05
20 to 22 inch cylinders	do	2.95	3.10	3.00	3.30	3.15	3.20	3.50	3.35
20 to 22 inch cylinders, with trailer (Pacific).	do	2.95	3.10	3.00	3.30	3.15	3.20	3.50	3.35
Consolidation: 20 and 21 inch cylinders	do	3.05	3.20	3.05	3.35	3.20	3.25	3.55	3.40
22 and 23 inch cylinders	do	3.05	3.20	3.30	3.60	3.45	3.50	3.80	3.65
24-inch cylinders and over	do				3.75	3.60		3.95	3.80
Mallet type, all classes of ser- vice.	do				4.00	4.00		4.00	4.00

Class of engine.	Chicago suburban service. ³	
	1907	1910
All engines	\$2.90	\$3.05
Overtime, per hour . . . . .	.24	.25

	Rate per—	1907	1910
Switching service: 18-inch cylinders and under	Day of 10 hours or less; overtime pro rata.	\$2.15	\$2.40
19 and 20 inch cylinders	do	2.25	2.50
21-inch cylinders and over	do	2.35	2.60
Deadheading on company business	Mile, half mileage; mini- mum, 100 miles.	.027	.03
Held after arrival of deadhead trip: ⁴ 36 hours, 1907		2.70	3.00
24 hours, 1910			
Held in for snowplow service: For each 24 hours or less that they are held subject to orders.		2.50	2.80
All service not otherwise specified in schedule	Day	2.70	3.00

¹ On work, gravel, and construction trains freight rates apply according to classification: 12 hours or less, 1 day, 1907; 10 hours or less, 1910. Over 100 miles on mileage basis; overtime pro rata.

² Rate given for 1910 also applies to 6-wheel connecting 23-inch cylinder engines, with trailer (Pacific).

³ Between Chicago and Oak Forest (if done within 13 hours), 100 miles or less; additional miles pro rata.

⁴ \$2.70 for each successive 36 hours, 1907; \$3 for each successive 24 hours, 1910.

CHICAGO, ST. PAUL, MINNEAPOLIS & OMAHA RAILWAY CO.

On the Chicago, St. Paul, Minneapolis & Omaha Railway the daily rates of pay to passenger train firemen were advanced, according to types of locomotives, from 5.2 to 6 per cent. In through freight service the percentage of increase allowed ranged from 10 to 11.8 per cent. On practically all classes of engines the rate of increase of 30 cents a day, as in the case of through freight service, was granted to firemen engaged in way freight and work and wreck train and helper service. The daily rate of pay to firemen in yard service, based on an average for all yards and all classes of engines, was advanced from \$2.24 to \$2.49, or 11.2 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Engines under 18-inch cylinders.				Engines, 8-wheel, 18-inch cylinders.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Passenger.....	\$2.50	\$2.65	\$0.15	6.0	\$2.50	\$2.65	\$0.15	6.0
Freight.....	2.55	2.85	.30	11.8	2.60	2.90	.30	11.5
Way freight.....	2.75	3.05	.30	10.9	2.75	3.05	.30	10.9
Work and wreck.....	2.55	2.85	.30	11.8	2.60	2.90	.30	11.5
Menomonic line.....	2.50	2.65	.15	6.0	2.50	2.65	.15	6.0
Stillwater line.....	2.50	2.65	.15	6.0	2.50	2.65	.15	6.0
Helper.....	2.55	2.85	.30	11.8	2.60	2.90	.30	11.5
Hudson helper.....	2.90	3.20	.30	10.3	2.90	3.20	.30	10.3

Class of service.	8-wheel, 19 to 21 inch cylinders.				8-wheel with trailer, G3.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Passenger.....	\$2.50	\$2.65	\$0.15	6.0	\$2.65	\$2.80	\$0.15	5.7
Freight.....	2.60	2.90	.30	11.5	2.75	3.05	.30	10.9
Way freight.....	2.75	3.05	.30	10.9	2.95	3.20	.25	8.5
Work and wreck.....	2.60	2.90	.30	11.5	2.75	3.05	.30	10.9
Menomonic line.....	2.50	2.65	.15	6.0	2.65	2.80	.15	5.7
Stillwater line.....	2.50	2.65	.15	6.0	2.65	2.80	.15	5.7
Helper.....	2.60	2.90	.30	11.5	2.75	3.05	.30	10.9
Hudson helper.....	2.90	3.20	.30	10.3	2.90	3.20	.30	10.3

Class of service.	6-wheel consolidated 18 to 19 inch cylinders.				6-wheel consolidated G1 and G2 engines.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Passenger.....	\$2.65	\$2.80	\$0.15	5.7	\$2.90	\$3.05	\$0.15	5.2
Freight.....	2.80	3.10	.30	10.7	3.00	3.30	.30	10.0
Way freight.....	3.05	3.35	.30	9.8	3.15	3.45	.30	9.5
Work and wreck.....	2.80	3.10	.30	10.7	3.00	3.30	.30	10.0
Menomonic line.....	2.65	2.80	.15	5.7	2.90	3.05	.15	5.2
Stillwater line.....	2.65	2.80	.15	5.7	2.90	3.05	.15	5.2
Helper.....	2.80	3.10	.30	10.7	3.00	3.30	.30	10.0
Hudson helper.....	3.20	3.50	.30	9.4	3.20	3.50	.30	9.4

Class of service.	6-wheel consolidated, 11.				10-wheel, with trailer, 12.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Passenger.....	\$2.90	\$3.05	\$0.15	5.2	\$2.90	\$3.05	\$0.15	5.2
Freight.....	3.00	3.30	.30	10.0	3.00	3.30	.30	10.0
Way freight.....	3.15	3.45	.30	9.5	3.15	3.45	.30	9.5
Work and wreck.....	3.00	3.30	.30	10.0	3.00	3.30	.30	10.0
Menomonic line.....	2.90	3.05	.15	5.2	2.90	3.05	.15	5.2
Stillwater line.....	2.90	3.05	.15	5.2	2.90	3.05	.15	5.2
Helper.....	3.60	3.30	.30	10.0	3.00	3.30	.30	10.0
Hudson helper.....	3.20	3.50	.30	9.4	3.20	3.50	.30	9.4

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

Class of service.	Under 6-wheel consolidated 18 by 24 cylinders, and 6-wheel consolidated 18 by 24 cylinders or over.			
	Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.
Yard ¹	\$2.24	\$2.49	\$0.25	11.2
Itasca transfer ²	2.65	2.90	.25	9.4
St. Paul, Minneapolis, and Minnesota transfer ²	2.88	3.13	.25	8.7

¹ Average rate for all yards and all engines.

² Average rate for all engines.

Rates of pay per day of locomotive firemen.

Class of service.	Under 18-inch cylinders.		8-wheel, 18-inch cylinders.		8-wheel, 19 to 21 inch cylinders.		8-wheel, with trailer G3.	
	1907	1910	1907	1910	1907	1910	1907	1910
Passenger ¹	\$2.50	\$2.65	\$2.50	\$2.65	\$2.50	\$2.65	\$2.65	\$2.80
Freight ¹	2.55	2.85	2.60	2.90	2.60	2.90	2.75	3.05
Way freight ¹	2.75	3.05	2.75	3.05	2.75	3.05	2.95	3.20
Work and wreck ¹	2.55	2.85	2.60	2.90	2.60	2.90	2.75	3.05
Menomonic line (day and night) ²	2.50	2.65	2.50	2.65	2.50	2.65	2.65	2.80
Stillwater line (day and night) ²	2.50	2.65	2.50	2.65	2.50	2.65	2.65	2.80
Helpers ³	2.55	2.85	2.60	2.90	2.60	2.90	2.75	3.05
Hudson helper ⁴	2.90	3.20	2.90	3.20	2.90	3.20	2.90	3.20

Class of service.	6-wheel consolidated, 18 to 19 inch cylinders.		6-wheel consolidated, G1 and G2.		6-wheel consolidated, I1.		10-wheel, with trailer I2.	
	1907	1910	1907	1910	1907	1910	1907	1910
Passenger ¹	\$2.65	\$2.80	\$2.90	\$3.05	\$2.90	\$3.05	\$2.90	\$3.05
Freight ¹	2.80	3.10	3.00	3.30	3.00	3.30	3.00	3.30
Way freight ¹	3.05	3.35	3.15	3.45	3.15	3.45	3.15	3.45
Work and freight ¹	2.80	3.10	3.00	3.30	3.00	3.30	3.00	3.30
Menomonic line (day and night) ²	2.65	2.80	2.90	3.05	2.90	3.05	2.90	3.05
Stillwater line (day and night) ²	2.65	2.80	2.90	3.05	2.90	3.05	2.90	3.05
Helpers ³	2.80	3.10	3.00	3.30	3.00	3.30	3.00	3.30
Hudson helper ⁴	3.20	3.50	3.20	3.50	3.20	3.50	3.20	3.50

Switch and transfer service. [Per day of 10 hours or less.]	Under 6-wheel consolidated, 18 by 24 cylinder.		6-wheel consolidated, 18 by 24 cylinder or over.	
	1907	1910	1907	1910
First-class yards.....	\$2.25	\$2.50	\$2.30	\$2.55
Other yards.....	2.15	2.40	2.25	2.50
Itasca transfer.....	2.50	2.75	2.80	3.05
St. Paul, Minneapolis, and Minnesota transfer.....	2.75	3.00	3.00	3.25

¹ Per 100 miles or less, 10 hours or less; overtime or overmiles paid for pro rata.

² These rates include all overtime.

³ Per day of 10 hours or less.

⁴ Per day of 12 hours or less.

CHICAGO TERMINAL TRANSFER RAILROAD CO.¹

The table next presented shows the rates of pay to locomotive firemen in effect on the Chicago Terminal Transfer Railroad before and after the arbitration award of 1910, together with the amount and per cent of advances in rates made by that award.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per day.		Increase.	
	1907	1912	Amount.	Per cent.
Suburban passenger:				
Engines under 18-inch cylinders.....	\$2.25	\$2.40	\$0.15	6.7
Engines 18-inch cylinders and over.....	2.50	2.65	.15	6.0
Switching.....	2.25	2.50	.25	11.1
Transfer.....	2.50	2.75	.25	10.0
Work train.....	2.25	2.55	.30	13.3

Rates of pay of locomotive firemen.

Class of service.	1907 ¹	1912 ²
Suburban passenger:		
Under 18-inch cylinders.....	\$2.25	\$2.40
18-inch cylinders, and over.....	2.50	2.65
Switching.....	2.25	2.50
Transfer.....	2.50	2.75
Work train.....	2.25	2.55

¹ Per day of 100 miles or less; overtime pro rata.

² Per day of 10 hours or less; overtime pro rata after 10 hours.

NOTE.—Exception to rates shown for 1912: Firemen firing engines 1966 to 1971, inclusive, allowed \$2.75 per day of 10 hours or less in any service; overtime pro rata, plus 30 minutes before leaving and 30 minutes after arrival to prepare engine for service. Firemen working the night yard engine used in switching and making up trains at Whiting allowed \$2.75 per day of 10 hours or less; overtime, pro rata.

Now known as the Baltimore & Ohio Chicago Terminal Railroad Co.

COLORADO & SOUTHERN RAILWAY CO.

The table which follows sets forth the amount and per cent of increase in rates of pay granted to locomotive firemen by the award of the arbitration board. The showing is made according to principal branches of services and different types of locomotives.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.
Passenger, minimum rate:				
Engines, under 18-inch cylinders.....	\$2.25	¹ \$2.40	\$0.15	6.7
Engines, 18-inch cylinders and over.....	2.50	¹ 2.65	.15	6.0
Central City run.....	2.60	2.75	.15	5.8
South Park division:				
100 valley miles.....	2.25	2.40	.15	6.7
44 mountain miles.....	2.25	2.40	.15	6.7
Clear Creek district, all classes narrow gauge engines.....	2.60	2.75	.15	5.8
Freight:				
8-wheel, 10-wheel, and Mogul engines, cylinders 18 inches and under, and engines 309 to 319, inclusive.....	2.60	2.90	.30	11.5
Engines from 320 to 331, inclusive, and consolidated engines from 400 to 429, inclusive.....	2.89	3.19	.30	10.4
Consolidated engines 451 to 455, inclusive, 600 to 649, inclusive.....	3.25	3.55	.30	9.2
South Park division—				
85 valley miles.....	2.31	2.61	.30	13.0
44 mountain miles.....	2.31	2.61	.30	13.0
Clear Creek district, all classes narrow gauge engines.....	2.89	3.19	.30	10.4
South Park division—				
Work train.....	2.40	2.70	.30	12.5
Specified runs.....	2.50	2.80	.30	12.0
Denver and Morrison run.....	2.65	2.95	.30	11.3
All other runs (except work trains).....	2.31	2.61	.30	13.0
Switching:				
Leadville yards.....	2.50	2.75	.25	10.0
All other yards.....	2.25	2.50	.25	11.1
Hostlers.....	2.25	2.30	.05	20.0

¹ With the following exceptions in 1911: On simple locomotives having cylinders 24 inches or over in diameter and on compound locomotives weighing 215,000 pounds or more on drivers in all classes of service, firemen paid \$3.75 per 100 miles or less.

² Rate per hour.

Rates of pay of locomotive firemen.

Class of service.	Rate.		Remarks.
	1907	1911	
Switching service, all yards, except Leadville.	\$2.25	\$2.50	Overtime pro rata after 10 hours, except at Leadville.
Passenger, minimum rate:			
Locomotives under 18-inch cylinders	2.25	¹ 2.40	These rates not applicable in Clear Creek district.
Locomotives 18-inch cylinders and over.	2.50	¹ 2.65	Do.
Freight service:			
8-wheel, 10-wheel, and Mogul engines, cylinders 18 inches and under; and locomotives from 309 to 319, inclusive.	2.60	² 2.90	100 miles or less; overtime pro rata; standard-gauge service only.
Locomotives from 320 to 331, inclusive.	2.89	3.19	For 100 miles or less, overtime pro rata after 10 hours.
Consolidated locomotives from 400 to 429, inclusive.	2.89	3.19	Do.
Consolidated locomotives, 451 to 455, inclusive.	3.25	3.55	Do.
Consolidated locomotives, 600 to 649, inclusive.	3.35	3.65	Do.
Consolidated locomotives, 520 to 531, inclusive.	3.35	3.65	Do.
Hostler service, per hour	.25	.30	
Clear Creek district, all classes narrow-gauge engines:			
Freight service	2.89	3.19	Mileage and overtime as per tabulated schedule.
Passenger service	2.60	2.75	Do.
Central City passenger run	2.60	2.75	For 100 miles or less, overtime after 11 hours.
South Park division, passenger service: ³			
100 valley miles	2.25	2.40	Overtime pro rata after 8 hours.
44 mountain miles	2.25	2.40	Do.
South Park division, freight service: ³			
85 valley miles	2.31	2.61	Do.
44 mountain miles	2.31	2.61	Do.
Work-train firemen	2.40	2.70	Overtime pro rata after 10 hours.
All other runs (except work trains)	2.31	2.61	Overtime pro rata after 8 hours.
Como to London mine, round trip	2.50	2.80	Overtime pro rata after 10 hours.
Pitkin and Baldwin run	2.50	2.80	Do.
Denver and Morrison run	2.65	2.95	Overtime pro rata.
Switching service:			
Denver yards	2.25	2.50	Overtime pro rata after 10 hours.
Trinidad yards	2.25	2.50	Do.
Como yards	2.25	2.50	Do.
Leadville yards	2.50	2.75	Do.
All classes of service, Mallet engines		4.00	Do.

¹ With the following exceptions in 1911: On simple locomotives having cylinders 24 inches or over in diameter, and on compound locomotives weighing 215,000 pounds or more on drivers. In all classes of service firemen receive \$3.75 per 100 miles or less.

² Firemen in local or way freight service under the rates fixed in 1911 paid a differential of 25 cents per day over the rate paid on the same class of engines in through freight service, except Mallet type engines. In 1911 firemen on regular work trains allowed full time as per class locomotives used at the class freight rates, less 25 cents, respectively.

³ Overtime paid on all districts of South Park division at 28.5 cents per hour in 1907; pro rata in 1911.

DULUTH, SOUTH SHORE & ATLANTIC RAILWAY CO. AND MINERAL RANGE RAILROAD CO.

The advances in rates of pay awarded to firemen on this railway by the board of arbitration are briefly summarized below. The variations in the percentages of increase in the different classes of service were due to the various classes of locomotives used in each branch of the service.

Increase per day.

	Per cent.
Passenger service	5.4 to 6.5
Time-freight and work-train service	10.2 to 11.8
Snowplow and local service	9.4 to 10.7
Switching service	11.6
Hostlers	9.1

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine.	Passenger.				Time freight.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Standard less than 18 by 24.....	\$2.30	\$2.45	\$0.15	6.5	\$2.55	\$2.85	\$0.30	11.8
Standard, 18 by 24 or larger.....	2.50	2.65	.15	6.0	2.55	2.85	.30	11.8
Mogul and 10-wheel, 18 by 24 or larger.....	2.50	2.65	.15	6.0	2.70	3.00	.30	11.1
Consolidations weighing 140,000 pounds or less on drivers.....	2.65	2.80	.15	5.7	2.75	3.05	.30	10.9
Consolidations weighing 140,000 pounds or more on drivers.....	2.80	2.95	.15	5.4	2.95	3.25	.30	10.2

Class of engine.	Snowplow and local.				Work train.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Standard less than 18 by 24.....	\$2.80	\$3.10	\$0.30	10.7	\$2.55	\$2.85	\$0.30	11.8
Standard, 18 by 24 or larger.....	2.80	3.10	.30	10.7	2.55	2.85	.30	11.8
Mogul and 10-wheel, 18 by 24 or larger.....	2.95	3.25	.30	10.2	2.70	3.00	.30	11.1
Consolidations weighing 140,000 pounds or less on drivers.....	3.00	3.30	.30	10.0	2.75	3.05	.30	10.9
Consolidations weighing 140,000 pounds or more on drivers.....	3.20	3.50	.30	9.4	2.95	3.25	.30	10.2

Class of engine.	Switching.				Hostlers.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
All engines.....	\$2.15	\$2.40	\$0.25	11.6	\$2.75	\$3.00	\$0.25	9.1

NOTE.—Trains 53, 54, 63, 64, and designated traveling switch engines receive an extra compensation of 8 cents a day.

Rates of pay per day of locomotive firemen.¹

Class of engine.	Passenger.		Time freight.		Snow plow and local.		Work trains.		Switching.		Hostlers.	
	1907	1910	1907	1910	1907	1910	1907	1910	1907	1910	1907	1910
Standard, less than 18 by 24.	\$2.30	\$2.45	\$2.55	\$2.85	\$2.80	\$3.10	\$2.55	\$2.85	.....	.....	.....	.....
Standard, 18 by 24, or larger.	2.50	2.65	2.55	2.85	2.80	3.10	2.55	2.85	.....	.....	.....	.....
Mogul and 10-wheel, 18 by 24, or larger.	2.50	2.65	2.70	3.00	2.95	3.25	2.70	3.00	.....	.....	.....	.....
Consolidations weighing 140,000 pounds or less on drivers.	2.65	2.80	2.75	3.05	3.00	3.30	2.75	3.05	.....	.....	.....	.....
Consolidations weighing 140,000 pounds or more on drivers.	2.80	2.95	2.95	3.25	3.20	3.50	2.95	3.25	.....	.....	.....	.....
All engines.	.....	.....	.....	.....	.....	.....	.....	.....	\$2.15	\$2.40	\$2.75	\$3.00

¹ 100 miles or less, 10 hours or less, constitute a day's work in road service; overtime computed on basis of 10 miles per hour. In switching service, 10 hours constitute a day's work; overtime after first 20 minutes at the same rate. Hostlers 12 hours per day.

NOTE.—Trains 53, 54, 63, 64 and designated traveling switch engines receive an extra compensation of 8 cents per day.

EL PASO & SOUTHWESTERN SYSTEM.

By the application of the award of the arbitration board on this railroad, passenger train firemen were advanced 9.1 per cent on the Douglas and Benson division for a day of 100 miles or less, and on the Douglas and Tucumcari division 12.7 per cent. In freight service the rate of increase awarded to engines of the Decapod type was 14.5 per cent per day of 100 miles. In helper service the rate of increase was slightly more, or 14.9 per cent. Firemen on work trains were advanced 7.4 per cent per month, and on switching or yard engines 8.3 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per—	Pay.		Increase.	
		1906	1912	Amount.	Per cent.
Passenger:					
Douglas and Benson.....	100 miles or less...	\$2.75	\$3.00	\$0.25	9.1
Douglas and Tucumcari.....	.....do.....	2.75	3.10	.35	12.7
Freight, Decapod engines.....	.....do.....	3.45	3.95	.50	14.5
Branch runs:					
Bisbee and Osborn.....	Month.....	125.00	134.00	9.00	7.2
Tombstone and Fairbank.....	.....do.....	125.00	134.00	9.00	7.2
Arizona and Southern Mexico.....	Day.....	3.52	3.82	.30	8.5
Helper.....	.....do.....	3.35	3.85	.50	14.9
Work train.....	Month.....	105.00	112.80	7.80	7.4
Switching, or yard.....	.....do.....	90.00	97.50	7.50	8.3

Rates of pay of locomotive firemen.

Class of service.	Rate per—	Pay.		Overtime.	
		1906	1912	1906	1912
Passenger: ¹					
Douglas and Benson.....	100 miles or less...	\$2.75	\$3.00	.....	.....
Douglas and Tucumcari.....	100 miles.....	2.75	3.10	.....	.....
Freight: ¹					
All classes of engines except Decapods, western division.....	100 miles or less...	3.30	.....	.....	.....
Main-line service ².....	.....do.....	.....	3.75	.....	.....
All classes of engines except Decapods, eastern division.....	.....do.....	3.25	.....	.....	.....
District between Duran and Carrizozo.....	.....do.....	.....	3.55	.....	.....
Decapods.....	.....do.....	3.45	3.95	.....	.....
Branch runs:					
Bisbee and Osborn ³	Month.....	125.00	134.00	\$0.35	(4)
Tombstone and Fairbank ⁴.....	.....do.....	125.00	134.00	.35	(6)
A. & S. M.....	Day ⁷	3.52	3.82	.26 $\frac{1}{2}$	(9)
Helper service.....	.....do.....	3.35	3.85	(10)	(10)
Work train.....	Month ¹¹	105.00	112.80	.....	.....
Switching or yard service ¹².....	.....do.....	90.00	97.50	(13)	(13)

¹ Miles in excess of 100, pro rata.

² Except district between Duran and Carrizozo.

³ 12 hours or less constitute a day.

⁴ Overtime pro rata after 12 hours.

⁵ 14 hours or less constitute a day.

⁶ Overtime after 14 hours, pro rata.

⁷ 66 miles or less constitute a day.

⁸ 10 hours or less constitute a day.

⁹ Overtime pro rata after 10 hours.

¹⁰ Overtime after 12 hours at road rates.

¹¹ 26 working days, 12 hours for a day. If called to work Sunday, paid pro rata in addition to monthly pay; overtime after 12 hours, at same ratio.

¹² 11 hours or less constitute a day.

¹³ Overtime, pro rata.

FORT WORTH & DENVER CITY RAILWAY CO.

Firemen on the Fort Worth & Denver City Railway had their rates advanced by the arbitration board award on all passenger engines, except the consolidation type, from 5.9 to 6.4 per cent. On consolidation locomotives the rates of increase awarded were 17 and 20.8 per cent, according to size of cylinders. In through and local freight service firemen's rates of pay were advanced 30 cents a day, or from 8.6 to 11.3 per cent as applied to the various types of engines. The daily rate to firemen on work trains was increased from \$2.40 to \$2.70, or 12.5 per cent, and on switching engines from \$2.15 to \$2.50, or 16.3 per cent. Day hostlers received an increase of 9.4 per cent, and night hostlers 8.8 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine.	Passenger.				Through freight.				Local freight.			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
8-wheel engines, 17 and 18 inch cylinders.....	\$2.35	\$2.50	\$0.15	6.4	\$2.65	\$2.95	\$0.30	11.3	\$2.85	\$3.15	\$0.30	10.5
10-wheel engines, 18 and 19 inch cylinders.....	2.50	2.65	.15	6.0	2.80	3.10	.30	10.7	3.00	3.30	.30	10.0
10-wheel, 20-inch cylinders and over.....	2.55	2.70	.15	5.9	2.90	3.20	.30	10.3	3.10	3.40	.30	9.7
Consolidation engines, 20 by 28 inch cylinders.....	2.65	3.10	.45	17.0	3.10	3.40	.30	9.7	3.30	3.60	.30	9.1
Consolidation engines, 22 by 28 inch cylinders.....	2.65	3.20	.55	20.8	3.30	3.60	.30	9.1	3.50	3.80	.30	8.6

Class of service.	Rate per—	Pay.		Increase.	
		1907	1911	Amount.	Per cent.
Work train.....	Day.....	\$2.40	\$2.70	\$0.30	12.5
Switch engine, except Fort Worth ¹	do.....	2.15	2.50	.35	16.3
Hostlers:					
Day.....	Month.....	80.00	87.50	7.50	9.4
Night.....	do.....	85.00	92.50	7.50	8.8

¹ Fort Worth, \$2.25 per day, 1907.

Rates of pay of locomotive firemen.

Class of engine.	Passenger (per day). ¹		Through freight (per day). ¹		Local freight (per day). ¹	
	1907	1911	1907	1911	1907	1911
8-wheel engines, 17 and 18 inch cylinders.....	\$2.35	\$2.50	\$2.65	\$2.95	\$2.85	\$3.15
10-wheel engines, 18 and 19 inch cylinders.....	2.50	2.65	2.80	3.10	3.00	3.30
10-wheel engines, 20-inch cylinders and over.....	2.55	2.70	2.90	3.20	3.10	3.40
Consolidation engines, 20 by 28 inch cylinders.....	2.65	3.10	3.10	3.40	3.30	3.60
Consolidation engines, 22 by 28 inch cylinders.....	2.65	3.20	3.30	3.60	3.50	3.80
Mogul engines, 18-inch cylinders.....		2.60		3.05		3.25

¹ 100 miles or 10 hours constitute a day's work.

Rates of pay of locomotive engineers—Continued.

Class of service.	Rate per—	Pay.		Overtime. ¹	
		1907	1911	1907	1911
Work train.....	Day.....	\$2.40	\$2.70	\$0.25	\$0.27
Switch engine, except Fort Worth ²	do.....	2.15	2.50	(³)	(³)
Hostlers: ⁴					
Day.....	Month.....	80.00	87.50		
Night.....	do.....	85.00	92.50		

¹ 10 hours or less constitute a day. If called upon to work Sunday, paid pro rata in addition to regular pay.

² Fort Worth, \$2.25 per day, 1907.

³ After 10 hours pro rata.

⁴ 12 hours or less constitute a day's work.

GULF, COLORADO & SANTA FE RAILWAY CO.

On the Gulf, Colorado & Santa Fe Railway, as can be seen from the following table, the rates of pay after the application of the award of the arbitration board were 6 to 6.7 per cent higher for firemen in passenger service; 4.9 to 5.5 per cent higher in through-freight service; 6 per cent higher on work trains; and more than 11 per cent higher in yard service.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per day.		Increase.	
	1903	1911	Amount.	Per cent.
Passenger:				
Engines less than 18-inch cylinders.....	\$2.25	\$2.40	\$0.15	6.7
Engines 18-inch cylinders or over (and less than 24-inch, 1911).....	2.50	2.65	.15	6.0
Freight: ¹				
Engines 100,000 pounds or less on drivers.....	2.75	2.90	.15	5.5
Engines weighing more than 100,000 and less than 120,000 pounds on drivers.....	2.90	3.05	.15	5.2
Engines weighing 120,000 pounds or more on drivers.....	3.05	3.20	.15	4.9
Work or construction trains.....	2.50	2.65	.15	6.0
Switching:				
Yards in group 1.....	2.25	2.50	.25	11.1
Other yards.....	2.15	2.40	.25	11.6

¹ On all local freight runs an allowance of 0.3 cent per mile additional to rates shown.

NOTE.—Mixed runs paid through freight rates according to class of engines.

Rates of pay of locomotive firemen.

Class of service.	Rate per—	Pay.		Overtime per hour.	
		1903	1911	1903	1911
Passenger: ¹					
Engines, less than 18-inch cylinders.....	100 miles or less...	\$2.25	\$2.40	\$0.225	\$0.24
Engines, 18-inch cylinders or over (and less than 24-inch, 1911).....	do.....	2.50	2.65	.25	.265
Engines, 24-inch cylinders or over.....	do.....		3.75		.375
Freight: ^{1, 2}					
Engines, 100,000 pounds or less on drivers.....	do.....	2.75	2.90	.275	.29
Engines, weighing more than 100,000 pounds and less than 120,000 pounds on drivers.....	do.....	2.90	3.05	.29	.305
Engines, weighing 120,000 pounds or more on drivers.....	do.....	3.05	3.20	.305	.32
Engines, 24-inch cylinders or over.....	do.....		3.75		.375
Work or construction trains.....	10 hours or less...	2.50	2.65	.25	.265
Switching:					
Yards in group 1.....	do.....	2.25	2.50	.225	.25
Other yards.....	do.....	2.15	2.40	.215	.24
Deadheading.....	Day.....	2.75	2.90		

¹ Minimum rate for 100 miles or less.

² On all local freight runs an allowance of 0.3 cent per mile additional to rates shown. Mixed runs paid through freight rates according to class of engine.

HOUSTON EAST & WEST TEXAS RAILWAY CO. AND HOUSTON & SHREVEPORT RAILROAD CO.

On the Houston East & West Texas Railway and on the Houston & Shreveport Railroad rates of pay to passenger train firemen were advanced, according to classes of engines, from 6 to 6.7 per cent by the award of the arbitration board. On coal-burning locomotives rates were increased 11.5 per cent in freight service and 12.2 per cent in work-train service. The rates of increase to firemen on oil-burning engines in both of these branches of service were one-half of those for coal burners. Firemen in first-class yards had their daily compensation increased 11.1 per cent and in other yards 11.6 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.
Passenger:				
Engines having under 18-inch cylinders	\$2.25	\$2.40	\$0.15	6.7
Engines having cylinders 18 inches and over	2.50	2.65	.15	6.0
Freight:				
Oil	2.62	2.77	.15	5.7
Coal		2.92	.30	11.5
Mixed trains	2.50	2.65	.15	6.0
Work trains:				
Oil	2.45	2.60	.15	6.1
Coal		2.75	.30	12.2
Yard:				
First-class	2.25	2.50	.25	11.1
Other	2.15	2.40	.25	11.6

Rates of pay of locomotive firemen.

Class of service.	Rate per day.		Overtime, per hour.	
	1907	1910	1907	1910
Passenger: ¹				
Engines having cylinders under 18 inches in diameter	² \$2.25	² \$2.40	\$0.25	\$0.24
Engines having cylinders 18 inches and over in diameter	² 2.50	² 2.65	.25	.265
Freight: ¹				
Oil	² 2.62	² 2.77	.26	.277
Coal	² 2.62	² 2.92	.26	.292
Mixed trains	² 2.50	² 2.65	.25	.265
Work trains:				
Oil	² 2.45	² 2.60	.245	.26
Coal	² 2.45	² 2.75	.245	.275
Yard:				
First-class	² 2.25	² 2.50	.225	.250
Other	² 2.15	² 2.40	.215	.240
Watching engine per day or night	1.50	1.50	.....	.....

¹ Minimum rate.² 100 miles or less.³ 10 hours or less.

HOUSTON & TEXAS CENTRAL RAILROAD CO.

In the following table the effect of the application of the award of the arbitration board on the Houston & Texas Central Railroad may be readily seen and no detailed explanation or comment is necessary.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.
Passenger:				
Engines under 18-inch cylinders.....	\$2.25	\$2.40	\$0.15	6.7
Engines 18-inch cylinders and over.....	2.50	2.65	.15	6.0
Freight:				
Oil-burning engines.....	2.70	2.85	.15	5.6
Coal-burning engines.....		3.00	.30	11.1
Mixed trains, Lampasas branch.....	2.45	2.75	.30	12.2
Work train:				
Oil-burning engines.....	2.45	2.60	.15	6.1
Coal-burning engines.....		2.75	.30	12.2
Yard:				
First-class.....	2.25	2.50	.25	11.1
Second-class.....	2.15	2.40	.25	11.6
Firemen used as hostlers.....	90.00	97.50	7.50	8.3
Ennis & Waxahachie short run:				
Under 18-inch cylinder engines.....	2.25	2.40	.15	6.7
Over 18-inch cylinder engines.....		2.65	.40	17.8

¹ Per month.

Rates of pay of locomotive firemen.

Class of service.	Rate per day.		Overtime, per hour.	
	1907	1910	1907	1910
Passenger: ¹				
Engines with cylinders under 18 inches in diameter.....	² \$2.25	² \$2.40	\$0.25	\$0.24
Engines with cylinders 18 inches in diameter.....	² 2.50	² 2.65	.25	.265
Freight:				
Oil-burning engines.....	² 2.70	² 2.85	.30	.285
Coal-burning engines.....	² 2.70	² 3.00	.30	.30
Mixed trains (paid freight rates), Lampasas branch.....	² 2.45	² 2.75	.24	.275
Work trains:				
Oil-burning engines.....	² 2.45	² 2.60	.245	.26
Coal-burning engines.....	² 2.45	² 2.75	.245	.275
Yard:				
First-class yard.....	² 2.25	² 2.50	.225	.25
Second-class yard.....	² 2.15	² 2.40	.215	.24
Firemen used as hostlers.....	⁴ 90.00	⁴ 97.50		
Ennis-Waxahachie short run:				
Under 18-inch cylinder engines.....	2.25	2.40	.22	.24
Over 18-inch cylinder engines.....	2.25	2.65	.22	.265

¹ Rates given are for short runs where compensation on a mileage basis does not exceed the rates given. Where mileage basis exceeds the rates given, mileage basis applies; 100 miles or less constitute a day's work. Twenty-two miles per hour basis for computing overtime where time on trip averages less than 22 miles per hour.

² One hundred miles or less.

³ Ten hours or less.

⁴ Per month.

ILLINOIS CENTRAL RAILROAD CO.

The following series of tables shows in great detail the effect of the application of the arbitration board award on the Illinois Central Railroad. In addition to the various branches of train service a further classification is made according to rates paid in the different classes of train service on main and branch lines. The comparison of rates before and after the arbitration board award is principally of value for the details shown and there are no unusual features which require comment or explanation.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

MAIN LINE.

Class of engine.	Passenger.				Freight.			
	Rate per mile.		Increase.		Rate per mile.		Increase.	
	1907	1912	Amount.	Per cent.	1907	1912	Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Pacific, 1031 class, 22½-inch cylinders.	2.50	2.85	0.35	14.0	.....	.....	.....	.....
Atlantic, 1001 class, 20-inch cylinders.	2.50	2.80	.30	12.0	.....	.....	.....	.....
10-wheel, 2001 class, 19½-inch cylinders.	2.50	2.75	.25	10.0	.....	.....	.....	.....
Other classes of 18 and 19-inch cylinders.	2.50	2.70	.20	8.0	.....	.....	.....	.....
Other classes less than 18-inch cylinders.	2.25	2.45	.20	8.9	.....	.....	.....	.....
Consolidation, 801 class.	.....	.....	.....	.....	3.15	3.45	0.30	9.5
Consolidation and 12-wheel, 639 and 640 classes.	.....	.....	.....	.....	3.01	3.31	.30	10.0
Consolidation, 641 class.	.....	.....	.....	.....	3.00	3.30	.30	10.0
Consolidation, 651 class.	.....	.....	.....	.....	3.00	3.30	.30	10.0
Mogul, 541 class.	.....	.....	.....	.....	2.95	3.25	.30	10.2
10-wheel, 1 class.	.....	.....	.....	.....	2.90	3.20	.30	10.3
Consolidation, 601 class.	.....	.....	.....	.....	2.90	3.20	.30	10.3
10-wheel and Mogul, 301 and 401 classes.	.....	.....	.....	.....	2.75	3.05	.30	10.9
10-wheel and Mogul, 18-inch cylinders.	.....	.....	.....	.....	2.65	2.95	.30	11.3
All 8-wheel; also, 10-wheel and Mogul, under 18-inch cylinders.	.....	.....	.....	.....	2.63	2.93	.30	11.4

Class of engine.	Mixed.				Local freight.			
	Rate per mile.		Increase.		Rate per mile.		Increase.	
	1907	1912	Amount.	Per cent.	1907	1912	Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Consolidation, 801 class.	2.56	2.86	0.30	11.7	3.15	3.70	0.55	17.5
Consolidation and 12-wheel, 639 and 640 classes.	2.56	2.86	.30	11.7	3.01	3.56	.55	18.3
Consolidation, 641 class.	2.56	2.86	.30	11.7	3.00	3.55	.55	18.3
Consolidation, 651 class.	2.56	2.86	.30	11.7	3.00	3.55	.55	18.3
Mogul, 541 class.	2.56	2.86	.30	11.7	2.95	3.50	.55	18.6
10-wheel, 1 class.	2.56	2.86	.30	11.7	2.90	3.45	.55	19.0
Consolidation, 601 class.	2.56	2.86	.30	11.7	2.90	3.45	.55	19.0
10-wheel and Mogul, 301 and 401 classes.	2.56	2.86	.30	11.7	2.86	3.16	.30	10.5
10-wheel and Mogul, 18-inch cylinders.	2.48	2.78	.30	12.1	2.78	3.08	.30	10.8
All 8-wheel; also, 10-wheel and Mogul, under 18-inch cylinders.	2.46	2.76	.30	12.2	2.76	3.06	.30	10.9

Class of engine.	Work and helper.				Work train.			
	Rate per mile.		Increase.		Rate per mile.		Increase.	
	1907	1912	Amount.	Per cent.	1907	1912	Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Consolidation, 801 class.	2.70	3.00	0.30	11.1	2.90	3.20	0.30	10.3
Consolidation and 12-wheel, 639 and 640 classes.	2.70	3.00	.30	11.1	2.76	3.06	.30	10.9
Consolidation, 641 class.	2.61	2.91	.30	11.5	2.75	3.05	.30	10.9
Consolidation, 651 class.	2.61	2.91	.30	11.5	2.75	3.05	.30	10.9
Mogul, 541 class.	2.55	2.85	.30	11.8	2.70	3.00	.30	11.1
10-wheel, 1 class.	2.55	2.85	.30	11.8	2.65	2.95	.30	11.3
Consolidation, 601 class.	2.61	2.91	.30	11.5	2.65	2.95	.30	11.3
10-wheel and Mogul, 301 and 401 classes.	2.36	2.66	.30	12.7	2.50	2.80	.30	12.0
10-wheel and Mogul, 18-inch cylinders.	2.36	2.66	.30	12.7	2.40	2.70	.30	12.5
All 8-wheel; also, 10-wheel and Mogul, under 18-inch cylinders.	2.36	2.66	.30	12.7	2.38	2.68	.30	12.6

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

BRANCH LINE.

Class of engine.	Passenger.				Freight.			
	Rate per mile.		Increase.		Rate per mile.		Increase.	
	1907	1912	Amount.	Per cent.	1907	1912	Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Pacific, 1031 class, 22½-inch cylinders.	2.35	2.70	0.35	14.9				
Atlantic, 1001 class, 20-inch cylinders.	2.35	2.65	.30	12.8				
10-wheel, 2001 class, 19½-inch cylinders.	2.35	2.60	.25	10.6				
Other classes of 18 and 19-inch cylinders.	2.35	2.55	.20	8.5				
Other classes less than 18-inch cylinders.	2.25	2.45	.20	8.9				
Consolidation, 801 class.					3.00	3.30	0.30	10.0
Consolidation and 12-wheel, 639 and 640 classes.					2.86	3.16	.30	10.5
Consolidation, 641 class.					2.85	3.15	.30	10.5
Consolidation, 651 class.					2.85	3.15	.30	10.5
Mogul, 541 class.					2.80	3.10	.30	10.7
10-wheel, 1 class.					2.75	3.05	.30	10.9
Consolidation, 601 class.					2.75	3.05	.30	10.9
10-wheel and Mogul, 301 and 401 classes.					2.60	2.90	.30	11.5
10-wheel and Mogul, 18-inch cylinders.					2.53	2.83	.30	11.9
All 8-wheel; also, 10-wheel and Mogul, under 18-inch cylinders.					2.51	2.81	.30	12.0

Class of engine.	Local freight.				Work and helper.			
	Rate per mile.		Increase.		Rate per mile.		Increase.	
	1907	1912	Amount.	Per cent.	1907	1912	Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>		<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Consolidation, 801 class.	3.00	3.55	0.55	18.3	2.55	2.85	0.30	11.8
Consolidation and 12-wheel, 639 and 640 classes.	2.86	3.41	.55	19.2	2.55	2.85	.30	11.8
Consolidation, 641 class.	2.85	3.40	.55	19.3	2.46	2.76	.30	12.2
Consolidation, 651 class.	2.85	3.40	.55	19.3	2.46	2.76	.30	12.2
Mogul, 541 class.	2.80	3.35	.55	19.6	2.40	2.70	.30	12.5
10-wheel, 1 class.	2.75	3.30	.55	20.0	2.40	2.70	.30	12.5
Consolidation, 601 class.	2.75	3.30	.55	20.0	2.46	2.76	.30	12.2
10-wheel and Mogul, 301 and 401 classes.	2.71	3.01	.30	11.1	2.31	2.61	.30	13.0
10-wheel and Mogul, 18-inch cylinders.	2.63	2.93	.30	11.4	2.31	2.61	.30	13.0
All 8-wheel; also, 10-wheel and Mogul, under 18-inch cylinders.	2.61	2.91	.30	11.5	2.21	2.51	.30	13.6
					2.31	2.61	.30	13.0

Class of engine.	Work train.			
	Rate per mile.		Increase.	
	1907	1912	Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Consolidation, 801 class.	2.75	3.05	0.30	10.9
Consolidation and 12-wheel, 639 and 640 classes.	2.61	2.91	.30	11.5
Consolidation, 641 class.	2.60	2.90	.30	11.5
Consolidation, 651 class.	2.60	2.90	.30	11.5
Mogul, 541 class.	2.55	2.85	.30	11.8
10-wheel, 1 class.	2.50	2.80	.30	12.0
Consolidation, 601 class.	2.50	2.80	.30	12.0
10-wheel and Mogul, 301 and 401 classes.	2.35	2.65	.30	12.8
10-wheel and Mogul, 18-inch cylinders.	2.28	2.58	.30	13.2
All 8-wheel; also, 10-wheel and Mogul, under 18-inch cylinders.	2.26	2.56	.30	13.2

¹ 8-wheel.² Mogul or 10-wheel.

Mixed service, freight rates.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

BRANCH LINE—Continued.

Class of service.	Rate per—	Pay.		Increase.	
		1907	1912	Amount.	Per cent.
Switching:					
Chicago, East St. Louis, New Orleans, Memphis, Louisville, Cairo, Mounds, and Council Bluffs.	Day.....	\$2.25	\$2.50	\$0.25	11.1
All other yards.....	do.....	2.15	2.40	.25	11.6
Incline:					
Henderson and Majors, McClain and Evansville.	do.....	2.15	2.45	.30	14.0
Full snow plow.....	Hour.....	.35	.40	.05	14.3
Suburban:					
Average (Chicago runs).....	Round trip....	.79	.83	.04	5.1
New Orleans.....	Day.....	2.39	3.00	.61	25.5
Irregular suburban or passenger.....	do.....	2.30	2.45	.15	6.5

¹ 10 hours or less actual service. Overtime pro rata.

Rates of pay per mile of locomotive firemen.

MAIN LINE.

Class of engine.	Passenger.		Freight.		Mixed.		Local freight.		Work and helper.		Work train. ¹	
	1907	1912	1907	1912	1907	1912	1907	1912	1907	1912	1907	1912 ²
Pacific, 1031 class, 22½-inch cylinders.....	Cents. 2.50	Cents. 2.85	Cents.	Cents.	Cents.	Cents.	Cents.	Cents.	Cents.	Cents.	Cents.	Cents.
Atlantic, 1001 class, 20-inch cylinders.....	2.50	2.80										
10-wheel, 2001 class, 19½-inch cylinders.....	2.50	2.75										
Other classes of 18 and 19 inch cylinders.....	2.50	2.70										
Other classes less than 18-inch cylinders.....	2.25	2.45										
Consolidation, 801 class.....			3.15	3.45	2.56	2.86	3.15	3.70	2.70	3.00	2.90	3.20
Consolidation and 12-wheel, 639 and 640 classes.....			3.01	3.31	2.56	2.86	3.01	3.56	2.70	3.00	2.76	3.06
Consolidation, 641 class.....			3.00	3.30	2.56	2.86	3.00	3.55	2.61	2.91	2.75	3.05
Consolidation, 651 class.....			3.00	3.30	2.56	2.86	3.00	3.55	2.61	2.91	2.75	3.05
Mogul, 541 class.....			2.95	3.25	2.56	2.86	2.95	3.50	2.55	2.85	2.70	3.00
10-wheel, 1 class.....			2.90	3.20	2.56	2.86	2.90	3.45	2.55	2.85	2.65	2.95
Consolidation, 601 class.....			2.90	3.20	2.56	2.86	2.90	3.45	2.61	2.91	2.65	2.95
10-wheel and Mogul, 301 and 401 classes.....			2.75	3.05	2.56	2.86	2.86	3.16	2.36	2.66	2.50	2.80
10-wheel and Mogul, 18-inch.			2.65	2.95	2.48	2.78	2.78	3.08	2.36	2.66	2.40	2.70
All 8-wheel; also 10-wheel and Mogul under 18-inch.			2.63	2.93	2.46	2.76	2.76	3.06	2.36	2.66	2.38	2.68
Mikado, 1601 class.....			3.75		3.75			4.00		3.75		3.75

¹ Rates applicable when the mileage of a work train or helper engine exceeds 100 miles per trip.

² Freight rates, work-train service.

NOTE.—Basis of day's work 100 miles or less. Overtime paid for pro rata at the rate of 10 miles per hour.

Rate of pay per mile of locomotive firemen.

BRANCH LINE.

Class of engine.	Passenger.		Freight.		Local freight.		Work and helper.		Work train. ¹	
	1907	1912	1907	1912	1907	1912	1907	1912	1907	1912 ²
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Pacific, 1031 class, 22½-inch cylinders.....	2.35	2.70								
Atlantic, 1001 class, 20-inch cylinders.....	2.35	2.65								
10-wheel, 2001 class, 19½-inch cylinders.....	2.35	2.60								
Other classes of 18 and 19 inch cylinders.....	2.35	2.55								
Other classes less than 18-inch cylinders.....	2.25	2.45								
Consolidation, 801 class.....			3.00	3.30	3.00	3.55	2.55	2.85	2.75	3.05
Consolidation and 12-wheel, 639 and 640 classes.....			2.86	3.16	2.86	3.41	2.55	2.85	2.61	2.91
Consolidation, 641 class.....			2.85	3.15	2.85	3.40	2.46	2.76	2.60	2.90
Consolidation, 651 class.....			2.85	3.15	2.85	3.40	2.46	2.76	2.60	2.90
Mogul, 541 class.....			2.80	3.10	2.80	3.35	2.40	2.70	2.55	2.85
10-wheel, 1 class.....			2.75	3.05	2.75	3.30	2.40	2.70	2.50	2.80
Consolidation, 601 class.....			2.75	3.05	2.75	3.30	2.46	2.76	2.50	2.80
10-wheel and Mogul, 301 and 401 classes.....			2.60	2.90	2.71	3.01	2.31	2.61	2.35	2.65
10-wheel and Mogul, 18-inch.....			2.53	2.83	2.63	2.93	2.31	2.61	2.28	2.58
All 8-wheel, also 10-wheel and Mogul under 18-inch.....			2.51	2.81	2.61	2.91	{2.21 {2.31	{2.51 {2.61	{2.26 {2.56	
Mikado, 1601 class.....				3.75		4.00		3.75		3.75

Class of service.	Rate per—	Pay.		Basis of day's work, 1907 and 1912.	Overtime, 1907 and 1912.
		1907	1912		
Switching:					
Chicago, East St. Louis, New Orleans, Memphis, Louisville, Cairo, Mounds, and Council Bluffs.	Day.....	\$2.25	\$2.50	10 hours...	Pro rata.
All other yards.....	do.....	2.15	2.40	do.....	Do.
Incline:					
Henderson and Majors, McClain and Evansville.....	do.....	2.15	2.45	do.....	Do.
Jull snow plow.....	Hour.....	.35	.40	do.....	Do.
Suburban:					
Chicago to Sixty-seventh Street and return.....	Trip.....	.61	.65	10 hours or less.	Do.
Chicago to South Chicago and return.....	do.....	.76	.80	do.....	Do.
Chicago to Grand Crossing and return.....	do.....	.61	.65	do.....	Do.
Chicago to Kensington and return.....	do.....	.76	.80	do.....	Do.
Chicago to Harvey and return.....	do.....	.89	.94	do.....	Do.
Chicago to Homewood and return.....	do.....	1.01	1.07	do.....	Do.
Chicago to Flossmoor and return.....	do.....	1.09	1.15	do.....	Do.
Chicago to Blue Island and return.....	do.....	.89	.94	do.....	Do.
Kensington to Blue Island and return.....	do.....	.41	.43	do.....	Do.
Chicago to Burnside and return.....	do.....	.75	.79	do.....	Do.
Chicago to West Pullman and return.....	do.....	.83	.88	do.....	Do.
Woodlawn to Flossmoor and return.....	do.....	.83	.88	do.....	Do.
New Orleans.....	Day.....	2.39	3.00	10 hours or less actual service.	Do.
Irregular suburban or passenger.....	do.....	2.30	2.45	100 miles or less, 10 hours or less.	Do.

¹ Rates applicable when the mileage of a work train or helper engine exceeds 100 miles per trip.

² Freight rates, work-train service.

³ 8-wheel.

⁴ Mogul or 10-wheel.

Mixed service, freight rates.

NOTE.—Basis of day's work 100 miles or less. Overtime paid for pro rata at the rate of 10 miles per hour.

INTERNATIONAL & GREAT NORTHERN RAILWAY CO.

Passenger train firemen on the International & Great Northern Railway, as can be seen from the table below had their rates of pay advanced by the arbitration board from 6 to 6.7 per cent. On coal-burning locomotives firemen in through freight service received an increase in rates of 10.5 to 11.1 per cent according to class of engine; in local freight service an advance of 9.2 to 9.8 per cent; in construction and work train service an advance of 12.5 per cent; and in switching service an advance of more than 11 per cent. When oil-burning locomotives were in use the increases in rates of pay granted were one-half of those allowed on locomotives which used

coal as fuel. Hostlers had their monthly rates of pay increased to the amount of \$7.50, or 8.6 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.
Passenger:				
Engines, under 18-inch cylinders.....	\$2.25	\$2.40	\$0.15	6.7
Engines, 18-inch cylinders and over.....	2.50	2.65	.15	6.0
Through freight:				
Engines, 18-inch cylinders and under—				
Oil.....	2.70	2.85	.15	5.6
Coal.....	2.70	3.00	.30	11.1
Engines, 19-inch cylinders—				
Oil.....	2.85	3.00	.15	5.3
Coal.....	2.85	3.15	.30	10.5
Engines, 20-inch cylinders—				
Oil.....	3.05	3.20	.15	4.9
Coal.....	3.05	3.35	.30	9.8
Local freight:				
Engines, 19-inch cylinders or under—				
Oil.....	3.05	3.20	.15	4.9
Coal.....	3.05	3.35	.30	9.8
Engines, 20-inch cylinders—				
Oil.....	3.25	3.40	.15	4.6
Coal.....	3.25	3.55	.30	9.2
Construction or work train:				
Oil.....	2.40	2.55	.15	6.3
Coal.....	2.40	2.70	.30	12.5
Switch engine:				
First-class yards.....	2.25	2.50	.25	11.1
Second-class yards.....	2.15	2.40	.25	11.6
Hostlers.....	¹ 87.50	¹ 95.00	7.50	8.6

¹ Rate per month.

Rates of pay of locomotive firemen.

Class of service.	Rate per day.		Overtime per hour.	
	1907	1910	1907	1910
Passenger: ¹				
Engines, under 18-inch cylinders.....	\$2.25	\$2.40	\$0.30	\$0.40
Engines, 18-inch cylinders and over.....	2.50	2.65	.30	.40
Through freight service: ¹				
Engines with 18-inch cylinders or under—				
Oil.....	2.70	2.85	.27	.285
Coal.....	2.70	3.00	.27	.30
Engines with 19-inch cylinders—				
Oil.....	2.85	3.00	.285	.30
Coal.....	2.85	3.15	.285	.315
Engines with 20-inch cylinders—				
Oil.....	3.05	3.20	.305	.32
Coal.....	3.05	3.35	.305	.335
Local freight: ¹				
Engines with 19-inch cylinders or under—				
Oil.....	3.05	3.20	.305	.32
Coal.....	3.05	3.35	.305	.335
Engines with 20-inch cylinders—				
Oil.....	3.25	3.40	.325	.34
Coal.....	3.25	3.55	.325	.355
Construction or work train: ²				
Oil.....	2.40	2.55	.25	.255
Coal.....	2.40	2.70	.25	.27
Switch-engine firemen: ³				
First-class yards.....	2.25	2.50	.25	.25
Second-class yards.....	2.15	2.40	.25	.25
Pusher:				
Oil.....	⁵ 2.15	⁵ 2.55	.25	.255
Coal.....	⁵ 2.15	⁵ 2.70	.25	.27
Engine hostlers ⁴	⁶ 87.50	⁶ 95.00	.25	⁷ .30

¹ Basis of day's work, 100 miles or less.

² Basis of a day's work, 100 miles or less, 10 hours or less.

³ 10 hours or less, 1 day.

⁴ Hostlers acting as foremen receive \$10 additional salary.

⁵ Rate on "Austin pusher engine," 1910, "Pusher or helper engine," 1907.

⁶ Per month.

⁷ After 12 hours.

NOTE.—Firemen on light engines are paid as follows: 1907, 1910, section of passenger trains, passenger rates. Section of freight trains, freight rates.

KANSAS CITY SOUTHERN RAILWAY CO.

Passenger train firemen on this railway, by the application of the award of the arbitration board, secured an advance of from 6 to 6.7 per cent in rates of pay on engines with cylinders less than 20 inches in diameter and of 12 per cent on engines with cylinders of a greater diameter than 20 inches. On coal-burning locomotives in through and local freight service rates of pay to firemen were increased from 9.2 to 11.5 per cent, according to the classification of engines. The advances on oil-burning locomotives in these classes of service were one-half of those made for coal burners. The rates in switching service were from 11.1 to 11.6 per cent higher after application of the award. To firemen in work train service an increase of 12.5 per cent was granted for coal-burning engines and of 10.9 per cent for engines which used oil as fuel. The pay of hostlers was advanced \$10 a month by the arbitration award, which was equivalent to an increase of 14.3 per cent for hostlers on the day shift, and 13.3 per cent for those on the night shift.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration effective May 16, 1910.

Class of engine.	Passenger.				Through freight.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
Engines with cylinders 18 inches and under:								
Coal.....	\$2.25	\$2.40	\$0.15	6.7				
Oil.....	2.25	2.40	.15	6.7				
Engines with cylinders 18 to 20 inches:								
Coal.....	2.50	2.65	.15	6.0				
Oil.....	2.50	2.65	.15	6.0				
Engines with cylinders over 20 inches:								
Coal.....	2.50	2.80	.30	12.0				
Oil.....	2.50	2.80	.30	12.0				
All 8-wheel engines:								
Coal.....					\$2.60	\$2.90	\$0.30	11.5
Oil.....					2.60	2.75	.15	5.8
10-wheel and Mogul engines, 19-inch cylinders and under:								
Coal.....					2.75	3.05	.30	10.9
Oil.....					2.75	2.90	.15	5.5
10-wheel engines, 20-inch cylinders and over:								
Coal.....					2.90	3.20	.30	10.3
Oil.....					2.75	2.90	.15	5.5
Engines having cylinders 21 by 30 inches:								
Coal.....					3.05	3.35	.30	9.8
Oil.....					2.91	3.06	.15	5.2
Consolidation engines, 22 by 28 inch cylinders:								
Coal.....					3.10	3.40	.30	9.7
Oil.....					2.91	3.06	.15	5.2
Consolidation engines, 22 by 30 inch cylinders:								
Coal.....					3.15	3.45	.30	9.5
Oil.....					2.91	3.06	.15	5.2

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration effective May 16, 1910—Continued.

Class of engine.	Local freight.				Switching.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
All 8-wheel engines:								
Coal.....	\$2.85	\$3.15	\$0.30	10.5				
Oil.....	2.85	3.00	.15	5.3				
10-wheel and Mogul engines, 19-inch cylinders and under:								
Coal.....	2.85	3.15	.30	10.5				
Oil.....	2.85	3.00	.15	5.3				
10-wheel engines, 20-inch cylinders and over:								
Coal.....	3.00	3.30	.30	10.0				
Oil.....	2.85	3.00	.15	5.3				
Engines having cylinders 21 by 30 inches:								
Coal.....	3.15	3.45	.30	9.5				
Oil.....	2.99	3.14	.15	5.0				
Consolidation engines, 22 by 28 inch cylinders:								
Coal.....	3.20	3.50	.30	9.4				
Oil.....	2.99	3.14	.15	5.0				
Consolidation engines, 22 by 30 inch cylinders:								
Coal.....	3.25	3.55	.30	9.2				
Oil.....	2.99	3.15	.16	5.3				
Switch engines:								
Kansas City terminals—								
Coal.....					\$2.25	\$2.50	\$0.25	11.1
Oil.....					2.25	2.50	.25	11.1
All other points—								
Coal.....					2.15	2.40	.25	11.6
Oil.....					2.15	2.40	.25	11.6

Class of engine.	Breaking-in.				Branch runs.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
Breaking-in engines:								
10 hours or over 5 hours, 100 miles or over 50 miles—								
Coal.....	\$2.35	\$2.40	\$0.05	2.1				
Oil.....	2.35	2.40	.05	2.1				
All engines, branch service:								
Coal.....					\$2.50	\$2.80	\$0.30	12.0
Oil.....					2.50	2.65	.15	6.0

Class of engine.	Work trains.				Hostlers.			
	Rate per day.		Increase.		Rate per month.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
Engines with cylinders 18 inches and under:								
Coal.....	\$2.40	\$2.70	\$0.30	12.5				
Oil.....	2.30	2.55	.25	10.9				
Engines with cylinders 18 to 20 inches:								
Coal.....	2.40	2.70	.30	12.5				
Oil.....	2.30	2.55	.25	10.9				
Engines with cylinders over 20 inches:								
Coal.....	2.40	2.70	.30	12.5				
Oil.....	2.30	2.55	.25	10.9				
Consolidation engines, 22 by 28 inch cylinders:								
Coal.....	2.50	2.80	.30	12.0				
Oil.....	2.30	2.55	.25	10.9				
All engines:								
Day hostlers—								
Coal.....					\$70.00	\$80.00	\$10.00	14.3
Oil.....					70.00	80.00	10.00	14.3
Night hostlers—								
Coal.....					75.00	85.00	10.00	13.3
Oil.....					75.00	85.00	10.00	13.3

Rates of pay per day of locomotive firemen—Continued.

Class of engine.	Breaking-in.		Branch runs.		Work trains.		Hostlers.	
	1907	1911	1907	1911	1907	1911	1907	1911
Engines with cylinders—								
16 by 24—								
Coal.....					\$2.40	\$2.70		
Oil.....					2.30	2.55		
17 by 24—								
Coal.....					2.40	2.70		
Oil.....					2.30	2.55		
18 by 24—								
Coal.....					2.40	2.70		
Oil.....					2.30	2.55		
19 by 24—								
Coal.....					2.40	2.70		
Oil.....					2.30	2.55		
19 by 26—								
Coal.....					2.40	2.70		
Oil.....					2.30	2.55		
20 by 26—								
Coal.....					2.40	2.70		
Oil.....					2.30	2.55		
21 by 30—								
Coal.....					2.40	2.70		
Oil.....					2.30	2.55		
Consolidation engines:								
22 by 28 inch cylinders—								
Coal.....					2.50	2.80		
Oil.....					2.30	2.55		
22 by 30 inch cylinders—								
Coal.....					2.50	2.80		
Oil.....					2.30	2.55		
Breaking-in engines:								
10 hours or over 5 hours, 100 miles								
or over 50 miles—								
Coal.....	\$2.35	\$2.40						
Oil.....	2.35	2.40						
All engines:								
Branch service—								
Coal.....			\$2.50	\$2.80				
Oil.....			2.50	2.65				
Hostlers—								
Day—								
Coal.....							¹ \$70.00	} \$80.00
Oil.....							¹ 70.00	
Night—								
Coal.....							¹ 75.00	} ¹ 85.00
Oil.....							¹ 75.00	

¹ Per month.

MISSOURI, KANSAS & TEXAS RAILWAY CO. AND MISSOURI, KANSAS & TEXAS RAILWAY CO. OF TEXAS.

In the following table a comparison is made of the rates of pay of locomotive firemen before and after the award of the arbitration board. The comparisons, it will be noted, are mainly on the basis of the rate of pay per mile for the different branches of service and for the various classes of engines arranged according to the diameter of cylinders. In switching service, a comparison for firemen on the basis of a daily rate is shown, and for hostlers the comparison is made on a monthly compensation basis. The percentages of increase in rates are about the usual advances which resulted from the application of the award of the board of arbitration. The detailed comparison follows.

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per—	Pay.		Increase.	
		1909	1912	Amount.	Per cent.
Passenger:					
Engines, under 18-inch cylinders.....	Mile.....	\$0.0225	\$0.0240	\$0.0015	6.7
Engines, 18-inch cylinders and under 20-inch.....	do.....	.0250	.0265	.0015	6.0
Engines, 20-inch cylinders and over.....	do.....	.0250	.0280	.0030	12.0
Through freight:					
On 8-wheel engines.....	do.....	.0265	.0295	.0030	11.3
On 10-wheel and Mogul engines, 19-inch cylinders and under.....	do.....	.0280	.0310	.0030	10.7
On 10-wheel and Mogul engines, over 19-inch cylinders.....	do.....	.0290	.0320	.0030	10.3
On consolidation engines, 20 by 26 inch cylinders.....	do.....	.0295	.0325	.0030	10.2
On consolidation engines, 21 by 26 and 20 by 30 inch cylinders.....	do.....	.0300	.0330	.0030	10.0
On consolidation engines, 22 by 28 inch cylinders.....	do.....	.0310	.0340	.0030	9.7
Way freight and mixed trains:					
On engines 19-inch cylinders and under.....	do.....	.0290	.0320	.0030	10.3
On engines over 19-inch cylinders except consolidation engines 22 by 28.....	do.....	.0300	.0330	.0030	10.0
On consolidation engines, 22 by 28 inch cylinders.....	do.....	.0325	.0355	.0030	9.2
Work trains.....	Day.....	2.40	2.70	.30	12.5
Switching:					
First-class yards.....	do.....	2.25	2.50	.25	11.1
All other yards.....	do.....	2.15	2.40	.25	11.6
Hostlers:					
Day.....	Month.....	77.50	85.00	7.50	9.7
Night.....	do.....	82.50	90.00	7.50	9.1
Dennison Hill engine.....	Day.....	2.50	2.80	.30	12.0

Rates of pay of locomotive firemen.

Class of service.	Rate per—	Pay.		Overtime.	
		1909	1912	1909	1912
Passenger:					
Engines, under 18-inch cylinders.....	Mile.....	\$0.0225	\$0.0240	(1)	(2)
Engines, 18-inch cylinders and over.....	do.....	.0250	{ ³ .0265 ⁴ .0280}	(1)	(2)
Through freight:					
On 8-wheel engines.....	do.....	.0265	.0295	(5)	(5)
On 10-wheel and mogul engines, 19-inch cylinders and under.....	do.....	.0280	.0310	(5)	(5)
On 10-wheel and mogul engines, over 19-inch cylinders.....	do.....	.0290	.0320	(5)	(5)
On consolidation engines, 20 by 26 inch cylinders.....	do.....	.0295	.0325	(5)	(5)
On consolidation engines, 21 by 26 and 20 by 30 inch cylinders.....	do.....	.0300	.0330	(5)	(5)
On consolidation engines, 22 by 28 inch cylinders.....	do.....	.0310	.0340	(5)	(5)
Way freight and mixed train:					
On engines 19-inch cylinders and under.....	do.....	.0290	.0320	(5)	(5)
On engines over 19-inch cylinders, except consolidation engines, 22 by 28.....	do.....	.0300	.0330	(5)	(5)
On consolidation engines, 22 by 28 inch cylinders.....	do.....	.0325	.0355	(5)	(5)
Work train.....	Day.....	2.40	2.70		
Switching:					
First-class yards.....	do.....	2.25	2.50	(5)	(5)
Second-class yards.....	do.....	2.15	2.40	(5)	(5)
Hostlers:					
Day.....	Month.....	77.50	85.00	(7)	(7)
Night.....	do.....	82.50	90.00	(7)	(7)
Dennison Hill engine.....	Day.....	2.50	2.80	(5)	(5)
Deadheading.....	do.....	2.50	2.80	(5)	(5)

¹ 100 miles or less constitute a day. Road overtime computed on a basis of 20 miles per hour, and paid for pro rata at mileage rates on basis of 10 miles for each hour earned. No road overtime allowed until 6 hours are consumed.

² 100 miles or less constitute a day. Road overtime computed on basis of 20 miles per hour, and paid pro rata at mileage rates on basis of 10 miles for each hour earned.

³ 18 and 19 inch cylinders.

⁴ 20-inch cylinders and over.

⁵ 100 miles or less, 10 hours or less constitute a day. Road overtime allowed on basis of 10 miles per hour.

⁶ 10 hours or less constitute a day; overtime pro rata; 30 minutes constitute the first hour.

⁷ Overtime after 12 hours.

⁸ Overtime after 10 hours.

⁹ Not allowed.

MISSOURI PACIFIC RAILWAY CO. AND ST. LOUIS, IRON MOUNTAIN &
SOUTHERN RAILWAY CO.

On the Missouri Pacific and St. Louis, Iron Mountain & Southern Railways the advances in rates of pay granted by the arbitration board to firemen were representative of the general application of the award. No noteworthy changes after the award are noticeable. The comparison of rates of pay before and after the arbitration proceedings together with the amount and per cent of increase in rates for the different branches of train service and the various classes of locomotives is clearly shown in the table below:

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per 100 miles.		Increase.	
	1907	1911	Amount.	Per cent.
Passenger:				
8-wheel engine, cylinders under 18 inches.....	\$2.25	\$2.40	\$0.15	6.7
8 and 10 wheel engines, 18 and 19 inch cylinders.....	2.50	2.65	.15	6.0
8 and 10 wheel engines, over 19-inch cylinders.....	2.65	2.80	.15	5.7
Through freight:				
8-wheel engines.....	2.65	2.95	.30	11.3
Mogul and 10-wheel engines, 19-inch cylinders or less.....	2.80	3.10	.30	10.7
Consolidation and 10-wheel engines, 20 by 24 inch cylinders.....	2.90	3.20	.30	10.3
Consolidation and 10-wheel engines, 19½ by 28 inch cylinders.....	3.05	3.35	.30	9.8
Consolidation engines, 22 by 30 inch cylinders.....	3.25	3.55	.30	9.2
12-wheel engines, 21 by 32 inch cylinders.....	3.30	3.60	.30	9.1
Local freight:				
8-wheel engines.....	2.85	3.15	.30	10.5
Moguls and 10-wheel engines, 19-inch cylinders or less.....	3.00	3.30	.30	10.0
Consolidation and 10-wheel engines, 20 by 24 inch cylinders.....	3.10	3.40	.30	9.7
Consolidation and 10-wheel engines, 19½ by 28 inch cylinders.....	3.25	3.55	.30	9.2
Consolidation engines, 22 by 30 inch cylinders.....	3.45	3.75	.30	8.7
12-wheel engines, 21 by 32 inch cylinders.....	3.50	3.80	.30	8.6
Work and helper.....	1 2.40	1 2.70	.30	12.5
Switch:				
First-class yards.....	1 2.25	1 2.50	.25	11.1
Second-class yards.....	1 2.15	1 2.40	.25	11.6
Hostler:				
Night service.....	2 80.00	2 87.60	7.60	9.5
Day service.....	2 75.00	2 82.60	7.60	10.1

¹ Per day of 10 hours or less; overtime after 10 hours' service.

² Per month; 12 hours or less constitute a day's work.

Rates of pay of locomotive firemen.

Class of service.	Per 100 miles.		Overtime per hour.	
	1907	1911	1907	1911
Passenger:				
8-wheel engines, cylinders under 18 inches.....	\$2. 25	\$2. 40	\$0. 25	\$0. 25
8 and 10 wheel engines, 18 and 19 inch cylinders.....	2. 50	2. 65	. 25	. 265
8 and 10 wheel engines, over 19-inch cylinders.....	2. 65	2. 80	. 265	. 28
Through freight:				
8-wheel engines.....	2. 65	2. 95	. 265	. 295
Mogul and 10-wheel engines, 19-inch cylinders or less.....	2. 80	3. 10	. 28	. 31
Consolidation and 10-wheel engines, 20 by 24 inch cylinders.....	2. 90	3. 20	. 29	. 32
Consolidation and 10-wheel engines, 19½ by 28 inch cylinders.....	3. 05	3. 35	. 305	. 335
Consolidation engines, 22 by 30 inch cylinders.....	3. 25	3. 55	. 325	. 355
12-wheel engines, 21 by 32 inch cylinders.....	3. 30	3. 60	. 33	. 36
Local freight:				
8-wheel engines.....	2. 85	3. 15	. 285	. 315
Moguls and 10-wheel engines, 19-inch cylinders or less.....	3. 00	3. 30	. 30	. 33
Consolidation and 10-wheel engines, 20 by 24 inch cylinders.....	3. 10	3. 40	. 31	. 34
Consolidation and 10-wheel engines, 19½ by 28 inch cylinders.....	3. 25	3. 55	. 325	. 355
Consolidation engines, 22 by 30 inch cylinders.....	3. 45	3. 75	. 345	. 375
12-wheel engines, 21 by 32 inch cylinders.....	3. 50	3. 80	. 35	. 38
Work and helper.....	¹ 2. 40	¹ 2. 70	. 25	. 27
Switch:				
First-class yards.....	¹ 2. 25	¹ 2. 50	. 25	. 25
Second-class yards.....	¹ 2. 15	¹ 2. 40	. 25	. 25
Hostlers:				
Night service.....	² 80. 00	² 87. 60	.....	. 25
Day service.....	² 75. 00	² 82. 60	.....	. 25

EXCEPTED LINES, 1913.

The following rates were fixed in 1913 to apply on the lines specified for all engines: Arkansas Midland Railroad; Brinkley, Helena & Indian Bay Railroad; Little Rock & Monroe Railway; Farmerville & Southern Railroad; Mississippi River, Hamburg & Western Railway.

	Rate per day.	Overtime per hour.
Passenger.....	\$2. 40	\$0. 24
Through freight.....	2. 95	. 295
Local or mixed freight.....	3. 15	. 315
Work.....	2. 70	. 27
Switch.....	2. 40	. 24

¹ Per day of 10 hours or less; overtime after 10 hours' service.

² Per month; 12 hours or less constitute a day's work.

OREGON-WASHINGTON RAILROAD & NAVIGATION CO.

A comparison of rates of pay to firemen on the Oregon-Washington Railroad & Navigation Co. before and after the award of the arbitration board is made according to operating districts, branches of train service, and classes of engines. In all classes of service the increase in rates of pay as the result of the application of the award of the board, except local freight service, were representative. The percentage of increase in rates to firemen on local freight trains was somewhat above the general showing for other railroads. The detailed comparison is as follows:

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine.	Umatilla and Huntington.											
	Passenger.				Through freight.				Local freight.			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
8-wheel:												
Coal.....					\$2.65	\$2.95	\$0.30	11.3	\$2.65	\$3.20	\$0.55	20.8
Oil.....						2.80	.15	5.7		3.05	.40	15.1
8-wheel, 16 and 17 by 24:												
Coal.....	\$2.40	\$2.55	\$0.15	6.3								
Oil.....												
8-wheel, 18 by 26:												
Coal.....	2.50	2.65	.15	6.0								
Oil.....												
Mogul:												
Coal.....	12.70	12.85	.15	5.6	12.80	13.10	.30	10.7	12.80	13.35	.55	19.6
Oil.....						12.95	.15	5.4		13.20	.40	14.3
10-wheel, 18 by 24:												
Coal.....	2.70	2.85	.15	5.6	2.80	3.10	.30	10.7	2.80	3.35	.55	19.6
Oil.....						2.95	.15	5.4		3.20	.40	14.3
10-wheel, 19 by 24:												
Coal.....	2.70	2.85	.15	5.6	2.80	3.10	.30	10.7	2.80	3.35	.55	19.6
Oil.....						2.95	.15	5.4		3.20	.40	14.3
10-wheel, 20 by 24:												
Coal.....	2.90	3.05	.15	5.2	3.00	3.30	.30	10.0	3.00	3.55	.55	18.3
Oil.....						3.15	.15	5.0		3.40	.40	13.3
10-wheel, 20 by 26:												
Coal.....	2.90	3.05	.15	5.2	3.00	3.30	.30	10.0	3.00	3.55	.55	18.3
Oil.....						3.15	.15	5.0		3.40	.40	13.3
10-wheel compound:												
Coal.....	2.90	3.05	.15	5.2	3.00	3.30	.30	10.0	3.00	3.55	.55	18.3
Oil.....						3.15	.15	5.0		3.40	.40	13.3
Pacific, simple and compound:												
Coal.....	2.90	3.05	.15	5.2	3.00	3.30	.30	10.0	3.00	3.55	.55	18.3
Oil.....						3.15	.15	5.0		3.40	.40	13.3
Consolidation, 20 by 24:												
Coal.....	3.05	3.20	.15	4.9	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5
Oil.....						3.30	.15	4.8		3.55	.40	12.7
Consolidation, 19 by 30:												
Coal.....	3.05	3.20	.15	4.9	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5
Oil.....						3.30	.15	4.8		3.55	.40	12.7
Consolidation, simple and compound:												
Coal.....	3.05	3.20	.15	4.9	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5
Oil.....						3.30	.15	4.8		3.55	.40	12.7

¹ Average rate for all districts.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

Class of engine.	All other districts.											
	Passenger.				Through freight.				Local freight.			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
8-wheel:												
Coal.....					\$2.65	\$2.95	\$0.30	11.3	\$2.65	\$3.20	\$0.55	20.8
Oil.....						2.80	.15	5.7		3.05	.40	15.1
8-wheel, 16 and 17 by 24:												
Coal.....	\$2.40	\$2.55	\$0.15	6.3								
Oil.....												
8-wheel, 18 by 26:												
Coal.....	2.50	2.65	.15	6.0								
Oil.....												
Mogul:												
Coal.....	2.65	2.80	.15	5.7	2.75	3.05	.30	10.9	2.75	3.30	.55	20.0
Oil.....						2.90	.15	5.5		3.15	.40	14.5
10-wheel, 18 by 24:												
Coal.....	2.65	2.80	.15	5.7	2.75	3.05	.30	10.9	2.75	3.30	.55	20.0
Oil.....						2.90	.15	5.5		3.15	.40	14.5
10-wheel, 19 by 24:												
Coal.....	2.65	2.80	.15	5.7	2.75	3.05	.30	10.9	2.75	3.30	.55	20.0
Oil.....						2.90	.15	5.5		3.15	.40	14.5
10-wheel, 20 by 24:												
Coal.....	2.80	2.95	.15	5.4	2.90	3.20	.30	10.3	2.90	3.45	.55	19.0
Oil.....						3.05	.15	5.2		3.30	.40	13.8
10-wheel, 20 by 26:												
Coal.....	2.80	2.95	.15	5.4	2.90	3.20	.30	10.3	2.90	3.45	.55	19.0
Oil.....						3.05	.15	5.2		3.30	.40	13.8
10-wheel compound:												
Coal.....	2.80	2.95	.15	5.4	2.90	3.20	.30	10.3	2.90	3.45	.55	19.0
Oil.....						3.05	.15	5.2		3.30	.40	13.8
Pacific, simple and compound:												
Coal.....	2.80	2.95	.15	5.4	2.90	3.20	.30	10.3	2.90	3.45	.55	19.0
Oil.....						3.05	.15	5.2		3.30	.40	13.8
Consolidation, 20 by 24:												
Coal.....	2.95	3.10	.15	5.1	3.05	3.35	.30	9.8	3.05	3.60	.55	18.0
Oil.....						3.20	.15	4.9		3.45	.40	13.1
Consolidation, 19 by 30:												
Coal.....	2.95	3.10	.15	5.1	3.05	3.35	.30	9.8	3.05	3.60	.55	18.0
Oil.....						3.20	.15	4.9		3.45	.40	13.1
Consolidation, simple and compound:												
Coal.....	2.95	3.10	.15	5.1	3.05	3.45	.40	13.1	3.05	3.70	.65	21.3
Oil.....						3.30	.25	8.2		3.55	.50	16.4

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

Class of engine.	Work train.				Switching.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
8-wheel:								
Coal.....	\$2.40	\$2.70	\$0.30	12.5				
Oil.....		2.55	.15	6.3				
Mogul: ¹								
Coal.....	2.55	2.85	.30	11.8				
Oil.....		2.70	.15	5.9				
10-wheel, 112 and 130 class: ¹								
Coal.....	2.525	2.825	.30	11.9				
Oil.....		2.675	.15	5.9				
10-wheel, 136, 170, 179, and 190 class: ¹								
Coal.....	2.70	3.00	.30	11.1				
Oil.....		2.85	.15	5.6				
Consolidated: ¹								
Coal.....	2.85	3.15	.30	10.5				
Oil.....		3.00	.15	5.3				
All engines:								
Average for first and second class yards, Starbuck, Grange City, and Riparia.....					\$2.20	\$2.45	\$0.25	11.4
Outside yard limits for other than switching service.....					2.65	2.90	.25	9.4

Class of engine.	Snowplow.				Helper.				Average rate for specified trips.			
	Rate per day.		Increase.		Rate per month.		Increase.		Rate per month.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
Rotary snowplow:												
Coal.....	\$3.15	\$3.45	\$0.30	9.5								
Oil.....		3.30	.15	4.8								
All classes of engines:												
Locomotive snowplow service—												
Coal.....	2.65	2.95	.30	11.3								
Oil.....		2.80	.15	5.7								
Kamela and Pleasant Valley—												
Coal.....					\$85.00	\$94.00	\$9.00	10.6				
Oil.....						89.50	4.50	5.3				
Telocaset—												
Coal.....					2.90	3.20	.30	10.3				
Oil.....						3.05	.15	5.2				
All engines:												
Coal.....									\$78.19	\$87.06	\$8.87	11.3
Oil.....										82.73	4.54	5.8

¹Average rate for all districts.

²Per day.

Rates of pay per day of locomotive firemen.¹

Class of engine.	Umatilla and Huntington.							
	Through.				Local.			
	Coal.		Oil.		Coal.		Oil.	
	1907	1911	1907	1911	1907	1911	1907	1911
FREIGHT SERVICE. ²								
8-wheel.....	\$2.65	\$2.95	\$2.65	\$2.80	\$2.65	\$3.20	\$2.65	\$3.05
Mogul ³	2.75	3.05	2.75	2.90	2.75	3.30	2.75	3.15
Do.....	2.85	3.15	2.85	3.00	2.85	3.40	2.85	3.25
10-wheel:								
18 by 24 inch cylinders.....	2.80	3.10	2.80	2.95	2.80	3.35	2.80	3.20
19 by 24 inch cylinders.....	2.80	3.10	2.80	2.95	2.80	3.35	2.80	3.20
20 by 24 inch cylinders.....	3.00	3.30	3.00	3.15	3.00	3.55	3.00	3.40
20 by 26 inch cylinders.....	3.00	3.30	3.00	3.15	3.00	3.55	3.00	3.40
Compound.....	3.00	3.30	3.00	3.15	3.00	3.55	3.00	3.40
Pacific, simple and compound.....	3.00	3.30	3.00	3.15	3.00	3.55	3.00	3.40
Consolidation:								
20 by 24 inch cylinders.....	3.15	3.45	3.15	3.30	3.15	3.70	3.15	3.55
19 by 30 inch cylinders.....	3.15	3.45	3.15	3.30	3.15	3.70	3.15	3.55
Simple and compound.....	3.15	3.45	3.15	3.30	3.15	3.70	3.15	3.55
Simple.....		3.55		3.40		3.80		3.65
Mikado.....		3.55		3.40		3.80		3.65
Mallet.....		4.00		4.00		4.00		4.00
All other districts.								
Class of engine.	Through.				Local.			
	Coal.		Oil.		Coal.		Oil.	
	1907	1911	1907	1911	1907	1911	1907	1911
	1907	1911	1907	1911	1907	1911	1907	1911
FREIGHT SERVICE. ²								
8-wheel.....	\$2.65	\$2.95	\$2.65	\$2.80	\$2.65	\$3.20	\$2.65	\$3.05
Mogul ³	2.75	3.05	2.75	2.90	2.75	3.30	2.75	3.15
10-wheel:								
18 by 24 inch cylinders.....	2.75	3.05	2.75	2.90	2.75	3.30	2.75	3.15
19 by 24 inch cylinders.....	2.75	3.05	2.75	2.90	2.75	3.30	2.75	3.15
20 by 24 inch cylinders.....	2.90	3.20	2.90	3.05	2.90	3.45	2.90	3.30
20 by 26 inch cylinders.....	2.90	3.20	2.90	3.05	2.90	3.45	2.90	3.30
Compound.....	2.90	3.20	2.90	3.05	2.90	3.45	2.90	3.30
Pacific, simple and compound.....	2.90	3.20	2.90	3.05	2.90	3.45	2.90	3.30
Consolidation:								
20 by 24 inch cylinders.....	3.05	3.35	3.05	3.20	3.05	3.60	3.05	3.45
19 by 30 inch cylinders.....	3.05	3.35	3.05	3.20	3.05	3.60	3.05	3.45
Simple and compound.....	3.05	3.45	3.05	3.30	3.05	3.70	3.05	3.55
Simple.....		3.45		3.30		3.70		3.55
Mikado.....		3.45		3.30		3.70		3.55
Mallet.....		4.00		4.00		4.00		4.00

¹ Rates given for 1911 are applicable to the "First district."² Per day of 100 miles or less, 10 hours or less; overtime pro rata.³ Lower rate applies on single trip between La Grande and Pendleton.

Rates of pay per day of locomotive firemen—Continued.

Class of engine.	Umatilla and Huntington.		All other districts.	
	1907	1911	1907	1911
PASSENGER SERVICE. ¹				
8-wheel:				
16 and 17 by 24 inch cylinders	\$2.40	\$2.55	\$2.40	\$2.55
18 by 26 inch cylinders	2.50	2.65	2.50	2.65
Mogul ²	2.65	2.80		
Do.	2.75	2.90	2.65	2.80
10-wheel:				
18 by 24 inch cylinders	2.70	2.85	2.65	2.80
19 by 24 inch cylinders	2.70	2.85	2.65	2.80
20 by 24 inch cylinders	2.90	3.05	2.80	2.95
20 by 26 inch cylinders	2.90	3.05	2.80	2.95
Compound	2.90	3.05	2.80	2.95
Pacific, simple and compound	2.90	3.05	2.80	2.95
Consolidation:				
20 by 24 inch cylinders	3.05	3.20	2.95	3.10
19 by 30 inch cylinders	3.05	3.20	2.95	3.10
Simple and compound	3.05	3.20	2.95	3.10
Simple		3.20		3.10
Mikado		3.20		3.10
Mallet		4.00		4.00

Class of engine.	Coal.		Oil.	
	1907	1911	1907	1911
WORK-TRAIN SERVICE. ³				
8-wheel	\$2.40	\$2.70	\$2.40	\$2.55
Mogul ⁴	2.50	2.80	2.50	2.65
Do.	2.60	2.90	2.60	2.75
10-wheel, 112 and 130 class ⁴	2.50	2.80	2.50	2.65
Do.	2.55	2.85	2.55	2.70
10-wheel, 136, 170, 179, and 190 class ⁴	2.65	2.95	2.65	2.80
Do.	2.75	3.05	2.75	2.90
Consolidated ⁴	2.80	3.10	2.80	2.95
Do.	2.90	3.20	2.90	3.05

	1907	1911
SWITCHING SERVICE. ⁵		
First-class yards	\$2.25	\$2.50
Second-class yards	2.15	2.40
Starbuck, Grange City, and Riparia switch engines	2.65	2.90
Switch engines used outside of yard limits for other than switching service	2.65	2.90

Class of service.	Rate per—	1907	1911	Overtime.
SNOWPLOW.				
Rotary snowplow:				
Coal	Day ⁶	\$3.15	\$3.45	After 10 hours.
Oil	do ⁶	3.15	3.30	Do.
When detailed for locomotive snowplow service per day of 24 hours, all classes of engines:				
Coal		2.65	2.95	
Oil		2.65	2.80	
HELPER.				
Kamela & Pleasant Valley:				
Coal	Month ⁷	85.00	94.00	Pro rata.
Oil		85.00	89.50	Do.
Telocaset single-crewed: ⁸				
Coal	Day ⁹	2.90	3.20	Do.
Oil	do ⁹	2.90	3.05	Do.
Mallet engines	100 miles or less		4.00	Do.

¹ Basis of day's work, 1910, 10 hours or less, 100 miles or less; 1907, 100 miles or less. Overtime pro rata.

² Lower rate applies on single trip between La Grande and Pendleton.

³ Per day of 100 miles or less, 10 hours or less; overtime pro rata.

⁴ Higher rate to apply between Huntington and Umatilla, and the lower rate over all other districts.

⁵ Per day of 10 hours or less; overtime pro rata, after 10 hours.

⁶ 10 hours or less constitute a day.

⁷ Daily pro rata, 100 miles or less, 10 hours or less, constitute a day.

⁸ When double-crewed, same rate as Kamela and Pleasant Valley double crews.

⁹ 10 hours or less, 100 miles or less, constitute a day.

Rates of pay per day of locomotive firemen—Continued.

Runs between ¹ —	Rate per—	Coal.		Oil.	
		1907	1911	1907	1911
Albina and Maegley Junction.....	Month.....	\$73.50	\$82.50	\$73.50	\$78.00
Heppner Junction and Heppner.....	do.....	73.50	81.75	73.50	77.65
Arlington and Condon.....	do.....	87.50	95.75	87.50	91.65
Pendleton and Pilot Rock.....	do.....	70.50	78.75	70.50	74.65
La Grande and Elgin.....	do.....	70.50	78.75	70.50	74.65
Starbuck and Pomeroy.....	do.....	75.75	86.50	75.75	82.00
Colfax and Moscow.....	do.....	77.50	86.50	77.50	82.00
Sierra Nevada Branch.....	do.....	87.50	96.50	87.50	92.00
Wallace and Burke.....	do.....	87.50	96.50	87.50	92.00

¹ Overtime after 10 hours.

OREGON SHORT LINE RAILROAD CO.

On the Oregon Short Line Railroad, as in the case of the Oregon-Washington Railroad & Navigation Co., the percentage of increase in rates paid to firemen in local freight train service are noteworthy. In other classes of services the changes in rates as the result of the award of the arbitration board are typical. A detailed comparison of rates of pay to firemen before and after the award, together with the amount and per cent of increase in rates as the result of the arbitration by branches of service and classes of locomotives is shown below.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine.	Freight (except local).				Local freight.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1909	1911	Amount.	Per cent.	1909	1911	Amount.	Per cent.
8-wheel, simple, cylinders, 18 by 26 and 18½ by 26.....	\$2.65	\$2.95	\$0.30	11.3	\$2.65	\$3.20	\$0.55	20.8
10-wheel, simple, cylinders, 18 by 24.								
Switch, cylinders, 18 by 26 and 19 by 26.....	2.50	2.80	.30	12.0	2.50	3.05	.55	22.0
Switch, cylinders, 19 by 26, 20 by 26, and 21 by 26.....	2.75	3.05	.30	10.9	2.75	3.30	.55	20.0
10-wheel, simple, cylinders, 19½ by 24 and 19½ by 26.....	2.75	3.05	.30	10.9	2.75	3.30	.55	20.0
10-wheel, simple, cylinders, 19½ by 24 and 20 by 26.....	2.80	3.10	.30	10.7	2.80	3.35	.55	19.6
10-wheel, simple, cylinders, 20 by 26 and 20 by 28.....	2.95	3.25	.30	10.2	2.95	3.50	.55	18.6
Mogul compound cylinders, 15½ and 26 by 28.....								
10-wheel simple, cylinders, 20 by 28.	2.85	3.15	.30	10.5	2.85	3.40	.55	19.3
Atlantic, simple, cylinders, 20 by 28.	2.75	3.05	.30	10.9	2.75	3.30	.55	20.0
Pacific, simple, cylinders, 22 by 28.	3.05	3.35	.30	9.8	3.05	3.60	.55	18.0
12-wheel, simple, cylinders, 21 by 30.								
Consolidated:								
Simple, cylinders, 21 by 28.....	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5
Compound, cylinders, 16 and 27 by 30.....								
Simple, cylinders, 21 by 32 and 22 by 30.....	3.25	3.55	.30	9.2	3.25	3.80	.55	16.9

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

Class of engine.	Passenger.				Work and helper.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1909	1911	Amount.	Per cent.	1909	1911	Amount.	Per cent.
8-wheel, simple, cylinders, 18 by 26 and 18½ by 26.....	\$2.50	\$2.65	\$0.15	6.0	\$2.40	\$2.70	\$0.30	12.5
10-wheel, simple, cylinders, 18 by 24.								
Switch, cylinders, 18 by 26 and 19 by 26.....					2.50	2.80	.30	12.0
Switch, cylinders, 19 by 26, 20 by 26, and 21 by 26.....					2.65	2.95	.30	11.3
10-wheel, simple, cylinders, 19½ by 24 and 19½ by 26.....	2.65	2.80	.15	5.7	2.50	2.80	.30	12.0
10-wheel, simple, cylinders, 19½ by 24 and 20 by 26.....	2.70	2.85	.15	5.6	2.55	2.85	.30	11.8
10-wheel, simple, cylinders, 20 by 26 and 20 by 28.....	2.85	3.00	.15	5.3	2.70	3.00	.30	11.1
Mogul compound, cylinders, 15½ and 26 by 28.....								
10-wheel, simple, cylinders, 20 by 28.	2.75	2.90	.15	5.5	2.60	2.90	.30	11.5
Atlantic, simple, cylinders, 20 by 28.	2.65	2.80	.15	5.7	2.50	2.80	.30	12.0
Pacific, simple, cylinders, 22 by 28.	2.85	3.00	.15	5.3	2.80	3.10	.30	10.7
12-wheel, simple, cylinders, 21 by 30.								
Consolidated:								
Simple, cylinders, 21 by 28.....	3.05	3.20	.15	4.9	2.90	3.20	.30	10.4
Compound, cylinders, 16 and 27 by 30.....								
Simple, cylinders, 21 by 32 and 22 by 30.....	3.05	3.20	.15	4.9	2.90	3.20	.30	10.4

Class of engine.	Switching. ¹				Snow plow.				Hostlers.			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1909	1911	Amount.	Per cent.	1909	1911	Amount.	Per cent.	1909	1911	Amount.	Per cent.
All engines.....	\$2.53	\$2.53	\$0.00	00.0	.....	.....	.....	.....	.....	.....	.....	.....
Snow plow:												
Rotary.....					\$3.25	\$3.25	\$0.00	00.0	.....	.....	.....	.....
Wedge.....					2.75	3.05	.30	10.9	.....	.....	.....	.....
Hostlers.....									\$2.90	\$3.15	\$0.25	8.6

¹ Average for all yards.

NOTE.—On oil-burning engines in any service but passenger and switching the rate fixed in 1910 is 15 cents lower per 100 miles than the rate shown above.

Rates of pay of locomotive firemen.¹

Class of engine.	Freight (except local).		Local freight.		Passenger.		Work or helper.	
	1909	1911	1909	1911	1909	1911	1909	1911
8-wheel, simple, cylinders, 18 by 26, 18½ by 26.....	\$2.65	\$2.95	\$2.65	\$3.20	\$2.50	\$2.65	\$2.40	\$2.70
10-wheel, simple, cylinders, 18 by 24. Switch:	2.65	2.95	2.65	3.20	2.50	2.65	2.40	2.70
Cylinders, 18 by 26, 19 by 26.....	2.50	2.80	2.50	3.05	-----	-----	2.50	2.80
Cylinders, 19 by 26, 20 by 26, 21 by 26.....	2.75	3.05	2.75	3.30	-----	-----	2.65	2.95
10-wheel, simple:								
Cylinders, 19½ by 24, 19½ by 26...	2.75	3.05	2.75	3.30	2.65	2.80	2.50	2.80
Cylinders, 19½ by 24, 20 by 26.....	2.80	3.10	2.80	3.35	2.70	2.85	2.55	2.85
Cylinders, 20 by 26, 20 by 28.....	2.95	3.25	2.95	3.50	2.85	3.00	2.70	3.00
Mogul compound, cylinders, 15½, 26 by 28.....	2.95	3.25	2.95	3.50	2.85	3.00	2.70	3.00
10-wheel, simple, cylinders, 20 by 28..	2.85	3.15	2.85	3.40	2.75	2.90	2.60	2.90
Atlantic, simple, cylinders, 20 by 28..	2.75	3.05	2.75	3.30	2.65	2.80	2.50	2.80
10-wheel, simple, cylinders, 22 by 28..	-----	3.35	-----	3.60	-----	3.00	-----	3.10
Pacific, simple, cylinders, 22 by 28..	3.05	3.35	3.05	3.60	2.85	3.00	2.80	3.10
12-wheel, simple, cylinders, 21 by 30..	3.15	3.45	3.15	3.70	3.05	3.20	2.90	3.20
Consolidation:								
Simple, cylinders, 21 by 28.....	3.15	3.45	3.15	3.70	3.05	3.20	2.90	3.20
Compound, cylinders, 16 and 27 by 30.....	3.15	3.45	3.15	3.70	3.05	3.20	2.90	3.20
Simple, cylinders, 21 by 32, 22 by 30.....	3.25	3.55	3.25	3.80	3.05	3.20	2.90	3.20
Hostlers ²	2.90	3.15	-----	-----	-----	-----	-----	-----
Class of service.							1909	1911
Switching (overtime at one-tenth rate): ³								
Salt Lake, Pocatello, Glens Ferry, and Montpelier yards.....							\$2.50	\$2.50
Other yards ³							2.50	2.50
Exception: Kemmerer and Cumberland yards on engines above the 551 class ³ ..							2.60	2.60
Snow plow:								
Rotary plow ⁴							3.25	3.25
Wedge plow ⁵							2.75	3.05

¹ Rate per 100 miles, except as otherwise noted.² Per day of 12 hours.³ Basis of a day's work, 10 hours or less.⁴ Basis of a day's work, 12 hours, overtime after 12 hours, pro rata.⁵ Basis of a day's work 100 miles, overtime after 10 hours.

NOTE.—On oil-burning engines in any service but passenger and switching the rates fixed in 1910 are 15 cents lower per 100 miles than the rates shown above.

PEORIA & PEKIN UNION RAILWAY CO.

The Peoria & Pekin Union Railway employed firemen in yard or construction service. As the result of the award of the arbitration board they received advances in rates of pay of more than 11 per cent. As 10 hours constituted a day's work, the increase in terms of cents was 25 cents a day.

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per hour.		Increase.	
	1907	1911	Amount.	Per cent.
Yard firemen in Peoria ¹	\$0.225	\$0.25	\$0.025	11.1
Yard firemen in Pekin ¹.....	.215	.24	.025	11.6
Firemen on construction ¹.....	.215	.24	.025	11.6

¹ 10 hours constitute a day's work.

Rates of pay of locomotive firemen.

Class of service.	Rate per hour.	
	1907	1911
Yard firemen in Peoria ¹	\$0.225	\$0.25
Yard firemen in Pekin ¹.....	.215	.24
Firemen on construction ¹.....	.215	.24
Firemen on passenger ¹.....		.24

¹ 10 hours constitute a day's work.

QUINCY, OMAHA & KANSAS CITY RAILROAD CO.

As the result of the application of the award of the arbitration board on the Quincy, Omaha & Kansas City Railroad, the daily rates of pay to locomotive firemen employed in passenger service, as can be readily seen from the following table, were advanced 6.7 per cent; in through-freight service, 11.6 per cent; in way-freight service, 10.8 per cent; and in switching service, 12 per cent. The rates of pay to hostlers for a day of 12 hours were increased from \$2.30 to \$2.55, or 10.9 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per 100 miles.		Increase.	
	1909	1910	Amount.	Per cent.
Passenger.....	\$2.25	\$2.40	\$0.15	6.7
Freight.....	2.58	2.88	.30	11.6
Way freight.....	2.78	3.08	.30	10.8
Switching.....	¹ 2.09	¹ 2.34	.25	12.0
Hostler.....	² 2.30	² 2.55	.25	10.9

¹ Per day of 10 hours.² Per day of 12 hours.*Rates of pay of locomotive firemen.*

Class of service.	Rate per 100 miles.	
	1909	1910
Passenger.....	\$2.25	\$2.40
Mixed trains.....		2.55
Freight.....	2.58	2.88
Way freight.....	2.78	3.08
Switching.....	¹ 2.09	¹ 2.34
Hostlers.....	² 2.30	² 2.55

¹ Per day of 10 hours.² Per day of 12 hours.

ST. LOUIS & SAN FRANCISCO RAILROAD CO.

The following table, which sets forth in detail by branches of service and classes of engines the amount and per cent of increase in rates of pay granted to locomotive firemen as the result of the award of the arbitration board, requires no comment or explanation, and there are

no unusual features to which attention needs to be directed. The comparison in detail is as follows:

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.
Passenger:				
Under 18-inch cylinders—				
Coal.....	\$2.25	\$2.40	\$.15	6.7
Oil.....				
18-inch cylinders and over—				
Coal.....	2.50	2.65	.15	6.0
Oil.....				
Freight:				
8-wheel, all engines—				
Coal.....	2.65	2.95	.30	11.3
Oil.....				
10-wheel, 18 and 19 inch cylinders—				
Coal.....	2.80	3.10	.30	10.7
Oil.....				
10-wheel (simple) 20-inch and over, except 742 to 799 class—				
Coal.....	2.90	3.20	.30	10.3
Oil.....				
10-wheel (simple) 775 to 799 class—				
Coal.....	2.95	3.25	.30	10.2
Oil.....				
10-wheel (compound) 742 to 774 class—				
Coal.....	3.05	3.35	.30	9.8
Oil.....				
Consolidation, 20 by 24 inch cylinders—				
Coal.....	2.90	3.20	.30	10.3
Oil.....				
Consolidation 20 by 28 inches and 21 by 28 inch cylinders—				
Coal.....	3.00	3.30	.30	10.0
Oil.....				
Consolidation, 22 by 28 inch cylinders—				
Coal.....	3.10	3.40	.30	9.7
Oil.....				
Mine run, all engines ¹				
Pusher or hill; all engines except Mallet:				
Coal.....	2.50	2.80	.30	12.0
Oil.....				
Work train:				
All engines except consolidation, 21 or 22 by 28 inch cylinders—				
Coal.....	2.40	2.70	.30	12.5
Oil.....				
Consolidation, 21 or 22 by 28 inch cylinders—				
Coal.....	2.50	2.80	.30	12.0
Oil.....				
Consolidation, 23 by 28 inch cylinders—				
Coal.....	2.70	3.00	.30	11.1
Oil.....				
Switch or yard—all engines:				
First-class yards—				
Coal.....	2.25	2.50	.25	11.1
Oil.....				
Second-class yards—				
Coal.....	2.15	2.40	.25	11.6
Oil.....				
Engine dispatchers used or called from fireman ranks:				
Day.....	2.25	2.50	.25	11.1
Night.....	2.40	2.65	.25	10.4
Branch runs:				
Scullin (mixed).....	2.55	3.10	.55	21.6
Bonnerville (mixed).....	2.65	2.95	.30	11.3

¹ Local freight in 1907, \$3.10.

² Local freight in 1907, \$3.25.

³ Through freight rates, according to class of engine. Extra or through freight trains paid 33 cents per hour 1907, 36 cents per hour 1910, for doing mine work.

⁴ Rate for all engines, 1907.

NOTE.—Local freight rates in 1910 fixed at 25 cents per 100 miles or less over through freight rates quoted above.

Rates of pay of locomotive firemen.

Class of engine.	Class of service.	Rate per day.			Overtime per hour.			Basis of day's work.
		1907	1910		1907	1910		
			Coal.	Oil.		Coal.	Oil.	
Under 18-inch cylinders.	Passenger.....	\$2.25	\$2.40	\$2.40	\$0.225	\$0.24	\$0.24	100 miles or less.
18-inch cylinders and over.	do.....	2.50	2.65	2.65	.25	.265	.265	Do.
8-wheel, all engines.....	Freight ¹	² 2.65	2.95	2.80	.265	.295	.28	Do.
10-wheel:								
18 and 19 inches.....	do.....	² 2.80	3.10	2.95	.28	.31	.295	Do.
Simple, 20-inch and over, except 742 to 799 class.	do.....	2.90	3.20	3.05	.29	.32	.305	Do.
Simple, 775 to 799 class.	do.....	2.95	3.25	3.10	.295	.325	.310	Do.
Compound, 742 to 774 class.	do.....	² 3.05	3.35	3.20	.305	.335	.32	Do.
Consolidation:								
20 by 24 inches.....	do.....	2.90	3.20	3.05	.290	.32	.305	Do.
20 by 28 and 21 by 28 inches.	do.....	³ 3.00	3.30	3.15	.300	.33	.315	Do.
22 by 28 inches.....	do.....	3.10	3.40	3.25	.310	.34	.325	Do.
23 by 28 inches.....	do.....		3.60	3.45		.36	.345	Do.
24 inches and over, and 190,000 pounds or more on drivers.	do.....		3.75	3.75		.375	.375	Do.
Mallet type.....	do.....		4.00	4.00		.40	.40	Do.
All engines.....	Mine runs.....	(4)	(4)	(4)				Do.
All engines except Mallet.	Pusher or hill.....	⁵ 2.50	2.80	2.65	.25	.28	.265	10 hours or less.
Mallet type.....	do.....		4.00	4.00		.40	.40	Do.
All engines except consolidation 21 or 22 by 28 inches.	Work.....	2.40	2.70	2.55	.24	.27	.255	Do.
Consolidation:								
21 or 22 by 28 inches..	do.....	2.50	2.80	2.65	.25	.28	.265	Do.
23 by 28 inches.....	do.....	2.70	3.00	2.85	.27	.30	.285	Do.
24 inches and over, and 190,000 pounds or more on drivers..	do.....		3.75	3.75		.375	.375	Do.
Mallet type.....	do.....		4.00	4.00		.40	.40	Do.
All engines.....	Breaking in.....	2.35	2.65	2.65	.235	.265	.265	Do.
First-class yards.....	Switch or yard.....	2.25	2.50	2.50	.225	.25	.25	Do.
Second-class yards.....	do.....	2.15	2.40	2.40	.215	.24	.24	Do.

Class of service.	Rate per—	1907	1910
Handling engines at terminals: ⁶			
Kansas City.....	Hour.....	\$0.40	\$0.45
Springfield—			
Round trip.....	do.....	.35	.40
Single trip.....	do.....	.20	.25
Memphis and Birmingham, round trip.....	do.....	.30	.35
Engine dispatchers used or called from firemen's ranks: ⁷			
Day.....	Day.....	2.25	2.50
Night.....	do.....	2.40	2.65
Transferring engines at Springfield: ⁸	Hour.....	.25	.35
Moving engines to and from shops when held at any point on district terminal to receive or deliver an engine.	Day.....	2.50	2.75
Branch runs:			
Scullin (mixed).....		2.55	3.10
Bonnerville (mixed).....		2.65	2.95

¹ Local freight rates in 1910 fixed at 25 cents per 100 miles or less over through freight rates quoted above.² Local freight, 1907, \$3.10.³ Local freight, 1907, \$3.25.⁴ Through freight rates according to class of engine. Extra or through freight trains paid 33 cents per hour, 1907; 36 cents per hour, 1910, for doing mine work.⁵ Rate for all engines, 1907.⁶ Terminal overtime paid for this service in excess of 1 hour.⁷ 12 hours or less constitute a day's work.⁸ Not less than 1 hour paid for any trip.

SOUTHERN PACIFIC CO.—ATLANTIC SYSTEM.

The table next submitted shows in an exhaustive way the result of the application of the award of the arbitration board on the Atlantic system of the Southern Pacific Co. A comparison of rates paid to locomotive firemen before and after the award is set forth according to the principal branches of train service and according to classifications of locomotives. The comparison, which requires no detailed comment or explanation, follows.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of service.	Cylinders under 18 inches.				Engines with cylinders 18 inches and over.			
	Rate per day.		Increase.		Class A.			
					Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Passenger:								
Average rate per specified run....	\$3.40	\$3.62	\$0.22	6.5	\$3.75	\$3.97	\$0.22	5.9
Del Rio-Sanderson district.....	2.25	2.70	.45	20.0	2.65	2.84	.19	7.2
Other main-line districts.....	2.25	2.40	.15	6.7	2.50	2.65	.15	6.0
Branch passenger:								
Eagle Pass Branch.....	¹ 67.50	¹ 72.00	4.50	6.7	¹ 75.00	¹ 79.50	4.50	6.0
Wharton-Palacios Branch.....	3.10	3.31	.21	6.8	3.44	3.65	.21	6.1
Eunice-New Iberia Branch.....	¹ 67.50	¹ 72.00	4.50	6.7	¹ 75.00	¹ 79.50	4.50	6.0
Alexandria Branch.....	¹ 67.50	¹ 72.00	4.50	6.7	¹ 75.00	¹ 79.50	4.50	6.0

Class of service.	Engines with cylinders 18 inches and over.							
	Class B.				Class C.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Passenger:								
Average rate per specified run....	\$3.93	\$4.16	\$0.23	5.8	\$4.12	\$4.34	\$0.22	5.3
Del Rio-Sanderson district.....	2.78	2.98	.20	7.2	2.92	3.11	.19	6.5
Other main-line districts.....	2.63	2.78	.15	5.7	2.75	2.90	.15	5.5
Branch passenger:								
Eagle Pass Branch.....	¹ 78.75	¹ 83.25	4.50	5.7	¹ 82.50	¹ 87.00	4.50	5.5
Wharton-Palacios Branch.....	3.61	3.82	.21	5.8	3.78	3.99	.21	5.6
Eunice-New Iberia Branch.....	¹ 77.75	¹ 83.25	5.50	7.1	¹ 82.50	¹ 87.00	4.50	5.5
Alexandria Branch.....	¹ 77.75	¹ 83.25	5.50	7.1	¹ 82.50	¹ 87.00	4.50	5.5

Class of service.	Oil-burning locomotives.											
	Class A.				Class B.				Class C.			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Freight service; average rate per specified run....	\$3.28	\$3.47	\$0.19	5.8	\$3.45	\$3.64	\$0.19	5.5	\$3.61	\$3.80	\$0.19	5.3
Helper service:												
Fort Hancock helper...	2.70	2.85	.15	5.6	2.84	2.99	.15	5.4	2.97	3.12	.15	5.1
Liberty helper.....	2.50	2.75	.25	10.0	2.63	2.88	.25	9.5	2.75	3.01	.26	9.5
Mixed and freight:												
Average rate per specified branch run.....	¹ 71.74	¹ 76.18	4.44	6.2	¹ 75.36	¹ 79.77	4.41	5.9	¹ 78.94	¹ 83.36	4.42	5.6
Do.....	2.95	3.13	.18	6.1	3.10	3.27	.17	5.5	3.25	3.42	.17	5.2

¹ Rate per month.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

Class of service.	Coal-burning locomotives.											
	Class A.				Class B.				Class C.			
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Freight service; average rate per specified run....	\$3.28	\$3.66	\$0.38	11.6	\$3.45	\$3.83	\$0.38	11.0	\$3.61	\$3.99	\$0.38	10.5
Helper service:												
Fort Hancock helper....	2.70	3.00	.30	11.1	2.84	3.14	.30	10.6	2.97	3.27	.30	10.1
Liberty helper.....	2.50	2.90	.40	16.0	2.63	3.03	.40	15.2	2.75	3.16	.41	14.9
Mixed and freight:												
Average rate per specified branch run.....	1 71.77	1 80.59	8.82	12.3	1 75.40	1 84.19	8.79	11.7	1 78.94	1 87.77	8.83	11.2
Do.....	2.95	3.30	.35	11.9	3.10	3.44	.34	11.0	3.25	3.59	.34	10.5

¹ Rate per month.

Rates of pay of locomotive firemen.

Runs between—	Cylinders under 18 inches (per day).		Engines with cylinders 18 inches and over (per day).							
			Class A.		Class B.		Class C.			
	1907	1910	1907	1910	1907	1910	1907	1910	1907	1910
PASSENGER.										
El Paso and Valentine.....	\$3.80	\$4.05	\$4.00	\$4.24	\$4.20	\$4.44	\$4.40	\$4.64		
Valentine and Sanderson.....	3.65	3.88	3.80	4.03	3.99	4.22	4.18	4.41		
Sanderson and Del Rio.....	3.59	3.70	3.70	3.91	3.89	4.09	4.07	4.28		
Del Rio and San Antonio.....	3.80	4.05	4.25	4.48	4.46	4.69	4.68	4.90		
Eagle Pass and San Antonio.....	3.80	4.03	4.20	4.45	4.42	4.66	4.62	4.87		
Spofford and San Antonio.....	3.00	3.19	3.35	3.52	3.52	3.69	3.69	3.86		
San Antonio and Houston.....	4.70	5.04	5.25	5.57	5.51	5.83	5.78	6.09		
San Antonio and Houston via Victoria.....	5.45	5.81	6.05	6.41	6.35	6.72	6.66	7.02		
San Antonio and Glidden.....	2.75	2.93	3.05	3.23	3.20	3.39	3.36	3.54		
San Antonio and Port Lavaca.....	3.15	3.38	3.50	3.74	3.68	3.91	3.85	4.09		
Glidden and Houston.....	2.25	2.40	2.50	2.65	2.63	2.78	2.75	2.90		
Victoria and Houston.....	2.90	3.07	3.20	3.39	3.36	3.55	3.52	3.71		
Cuero and Houston.....	3.50	3.74	3.90	4.13	4.10	4.33	4.29	4.52		
Beeville and Houston.....	4.10	4.37	4.55	4.82	4.78	5.05	5.01	5.28		
Houston and Galveston.....	2.25	2.40	2.50	2.65	2.63	2.78	2.75	2.90		
Houston and Galveston (same date double).....	2.55	2.74	2.85	3.02	2.99	3.16	3.14	3.31		
Houston and La Fayette.....	4.90	5.23	5.45	5.78	5.72	6.05	6.00	6.32		
Houston and Echo.....	2.50	2.65	2.80	2.94	2.94	3.08	3.08	3.22		
Echo and La Fayette.....	2.40	2.57	2.65	2.84	2.78	2.97	2.92	3.10		
Beaumont and Jacksonville.....	3.85	4.13	4.30	4.56	4.52	4.77	4.73	4.99		
Jacksonville and Dallas.....	2.65	2.83	2.95	3.13	3.10	3.27	3.25	3.42		
La Fayette and Algiers-New Orleans	3.25	3.48	3.60	3.84	3.78	4.02	3.96	4.21		
Trip rates shown above made to apply to agreed basis per 100 miles in passenger service as follows:										
Del Rio-Sanderson district.....	2.25	2.70	2.65	2.84	2.78	2.97 ¹	2.92	3.11		
Other main-line districts.....	2.25	2.40	2.50	2.65	2.63	2.77 ¹	2.75	2.90		

Rates of pay of locomotive firemen—Continued.

Runs between—	Oil-burning locomotives (per day).						Coal-burning locomotives (per day).					
	Class A.		Class B.		Class C.		Class A.		Class B.		Class C.	
	1907 ¹	1910	1907 ¹	1910	1907 ¹	1910	1907 ¹	1910	1907 ¹	1910	1907 ¹	1910
FREIGHT SERVICE.²												
El Paso and Valentine.....	\$4.50	\$4.74	\$4.73	\$4.97	\$4.95	\$5.19	\$4.50	\$4.98	\$4.73	\$5.21	\$4.95	\$5.43
Valentine and Sanderson.....	4.50	4.73	4.73	4.95	4.95	5.18	4.50	4.96	4.73	5.18	4.95	5.41
Sanderson and Del Rio.....	4.25	4.45	4.46	4.67	4.68	4.88	4.25	4.66	4.46	4.87	4.68	5.09
Del Rio and San Antonio.....	4.60	4.85	4.83	5.08	5.06	5.31	4.60	5.10	4.83	5.33	5.06	5.56
Eagle Pass and San Antonio.....	4.60	4.85	4.83	5.08	5.06	5.31	4.60	5.10	4.83	5.33	5.06	5.56
San Antonio and Spofford.....	3.60	3.85	3.78	4.03	3.96	4.21	3.60	4.05	3.78	4.23	3.96	4.41
San Antonio and Glidden.....	3.30	3.50	3.47	3.67	3.63	3.83	3.30	3.68	3.47	3.85	3.63	4.02
Glidden and Houston.....	2.60	2.75	2.73	2.88	2.86	3.01	2.60	2.90	2.73	3.03	2.86	3.16
Glidden and Galveston.....	3.50	3.71	3.68	3.89	3.85	4.06	3.50	3.92	3.68	4.09	3.85	4.27
San Antonio and Victoria.....	2.90	3.08	3.05	3.22	3.19	3.37	2.90	3.25	3.05	3.39	3.19	3.54
Houston and Victoria.....	3.30	3.49	3.47	3.66	3.63	3.82	3.30	3.68	3.47	3.85	3.63	4.01
Houston and Cuero.....	4.05	4.29	4.25	4.49	4.46	4.70	4.05	4.52	4.25	4.72	4.46	4.92
Rosenberg and Victoria.....	2.60	2.75	2.73	2.88	2.86	3.01	2.60	2.90	2.73	3.03	2.86	3.16
Houston and Galveston.....	2.60	2.75	2.73	2.88	2.86	3.01	2.60	2.90	2.73	3.03	2.86	3.16
Houston and Galveston double.....	3.10	3.30	3.26	3.46	3.41	3.61	3.10	3.48	3.26	3.64	3.41	3.79
Houston and Echo.....	2.90	3.05	3.05	3.20	3.19	3.34	2.90	3.22	3.05	3.36	3.19	3.51
Houston and Beaumont.....	2.60	2.75	2.73	2.88	2.86	3.01	2.60	2.90	2.73	3.03	2.86	3.16
Jacksonville and Dallas.....	3.05	3.25	3.20	3.40	3.36	3.55	3.05	3.42	3.20	3.58	3.36	3.73
Jacksonville and Rockland.....	2.60	2.75	2.73	2.88	2.86	3.01	2.60	2.90	2.73	3.03	2.86	3.16
Rockland and Beaumont ³	2.60	2.75	2.73	2.88	2.86	3.01	2.60	2.90	2.73	3.03	2.86	3.16
Echo and La Fayette.....	2.80	2.94	2.94	3.08	3.08	3.22	2.80	3.10	2.94	3.24	3.08	3.38
Lake Charles and La Fayette ⁴	2.60	2.75	2.73	2.88	2.86	3.01	2.60	2.90	2.73	3.03	2.86	3.16
La Fayette and Algiers.....	3.75	3.99	3.94	4.18	4.13	4.36	3.75	4.21	3.94	4.39	4.13	4.58
La Fayette and Morgan City ⁵	2.60	2.75	2.73	2.88	2.86	3.01	2.60	2.90	2.73	3.03	2.86	3.16
Morgan City and Algiers ⁶	2.60	2.75	2.73	2.88	2.86	3.01	2.60	2.90	2.73	3.03	2.86	3.16
HELPER SERVICE.												
Fort Hancock helper.....	2.70	2.85	2.84	2.99	2.97	3.12	2.70	3.00	2.84	3.14	2.97	3.27
Liberty helper.....	2.50	2.75	2.63	2.88	2.75	3.01	2.50	2.90	2.63	3.03	2.75	3.16
Branch service.	Cylinders under 18 inches (per month).		Engines with cylinders 18 inches and over (per month).									
			Class A.		Class B.		Class C.					
	1907 ⁴	1910	1907 ⁴	1910	1907 ⁴	1910	1907 ⁴	1910	1907 ⁴	1910	1907 ⁴	1910
PASSENGER SERVICE.												
Eagle Pass branch.....	\$67.50	\$72.00	\$75.00	\$79.50	\$78.75	\$83.25	\$82.50	\$87.00				
Wharton-Palacios branch ⁶	3.10	3.31	3.44	3.65	3.612	3.82	3.784	3.99				
Sabine Pass branch.....	67.50	72.81	75.00	73.10	77.75	73.25	82.50	73.40				
Eunice-New Iberia branch.....	67.50	72.00	75.00	79.50	77.75	83.25	82.50	87.00				
Alexandria branch.....	67.50	72.00	75.00	79.50	77.75	83.25	82.50	87.00				

¹ Rates fixed in 1903 are shown where no change was indicated in the revised schedule of 1907.² Firemen on Mallet type engines paid \$4 per 100 miles or less in 1910. On simple coal-burning engines having cylinders 24 inches or over in diameter and on coal-burning compound engines weighing 215,000 pounds or more on drivers, firemen in 1910 paid \$3.75 per 100 miles or less.³ Local.⁴ Overtime 20 cents per hour unless otherwise specified.⁵ Overtime 25 cents per hour.⁶ Per round trip of 13 hours and 45 minutes.⁷ Per day of 11 hours and 42 minutes.

Rates of pay of locomotive firemen—Continued.

	Oil-burning locomotives.					
	Class A.		Class B.		Class C.	
	1907 ¹	1910	1907 ¹	1910	1907 ¹	1910
MIXED AND FREIGHT SERVICE.						
Eagle Pass branch ²	\$70.72	\$74.62	\$74.26	\$78.16	\$77.79	\$81.69
Gonzales branch.....	62.50	67.00	65.63	70.13	68.75	73.25
La Grange branch.....	\$70.00	74.50	\$73.50	78.00	\$77.00	81.50
VICTORIA—PORT LAVACA.						
Cuero-Victoria ⁴	\$2.86	3.03	\$3.00	3.17	\$3.15	3.31
Port Lavaca branch.....	67.50	72.00	70.88	75.38	74.25	78.75
Beeville and Victoria branch ⁵	\$2.82	2.99	\$2.96	3.13	\$3.10	3.27
Wharton-Palacios branch ⁶	\$3.37	3.58	\$3.54	3.75	\$3.71	3.91
Hawkinsville branch.....	67.50	72.00	70.88	75.38	74.25	78.75
Clinton branch ²	61.50	65.40	64.58	68.48	67.65	71.55
Harrisburg-Clinton branch ⁴	\$2.75	2.90	\$2.89	3.04	\$3.03	3.18
Sour Lake branch ⁷	82.50	87.00	86.63	91.13	90.75	95.25
Sabine Pass branch ⁸	\$75.00	79.50	\$78.75	83.25	\$82.50	87.00
Lacassine branch ⁹	72.50	77.00	76.13	80.63	79.75	84.25
Eunice-New Iberia branch ¹⁰	75.00	79.50	78.75	83.25	82.50	87.00
Alexandria branch ¹¹	\$82.50	87.00	\$86.63	91.13	\$90.75	95.25
Salt Mine branch ¹²	67.50	72.00	70.88	75.38	74.25	78.75
Cypremort branch ¹³	75.00	79.50	78.75	83.25	82.50	87.00
Houma branch ¹⁴	75.00	79.50	78.75	83.25	82.50	87.00
	Coal-burning locomotives.					
	Class A.		Class B.		Class C.	
	1907 ¹	1910	1907 ¹	1910	1907 ¹	1910
MIXED AND FREIGHT SERVICE.						
Eagle Pass branch ²	\$70.72	\$78.52	\$74.26	\$82.06	\$77.79	\$85.59
Gonzales branch.....	62.50	71.50	65.63	74.63	68.75	77.75
La Grange branch.....	\$70.00	79.00	\$73.50	82.50	\$77.00	86.00
VICTORIA—PORT LAVACA.						
Cuero-Victoria ⁴	\$2.86	3.20	\$3.00	3.34	\$3.15	3.48
Port Lavaca branch.....	67.50	76.50	70.88	79.88	74.25	83.25
Beeville and Victoria branch ⁵	\$2.82	3.15	\$2.96	3.29	\$3.10	3.43
Wharton-Palacios branch ⁶	\$3.37	3.78	\$3.54	3.95	\$3.71	4.12
Hawkinsville branch.....	67.50	76.50	70.88	79.88	74.25	83.25
Clinton branch ²	61.50	69.30	64.58	72.38	67.65	75.45
Harrisburg-Clinton branch ⁴	\$2.75	3.05	\$2.89	3.19	\$3.03	3.33
Sour Lake branch ⁷	82.50	91.50	86.63	95.63	90.75	99.75
Sabine Pass branch ⁸	\$75.00	84.00	\$78.75	87.75	\$82.50	91.50
Lacassine branch ⁹	72.50	81.50	76.13	85.13	79.75	88.75
Eunice-New Iberia branch ¹⁰	75.00	84.00	78.75	87.75	82.50	91.50
Alexandria branch ¹¹	\$82.50	91.50	\$86.63	95.63	\$90.75	99.75
Salt mine branch ¹²	67.50	76.50	70.88	79.88	74.25	83.25
Cypremort branch ¹³	75.00	84.00	78.75	87.75	82.50	91.50
Houma branch ¹⁴	75.00	84.00	78.75	87.75	82.50	91.50

¹ Overtime 20 cents per hour, not less than 30 minutes counted; all over 30 minutes one hour.² Per month of 26 or 27 days.³ Overtime 25 cents per hour, not less than 30 minutes counted; all over 30 minutes one hour.⁴ Per day of 11 hours and 20 minutes.⁵ Per day of 11 hours.⁶ Per round trip of 13 hours and 45 minutes.⁷ Switching at Nome and Sour Lake.⁸ Switching at Sabine.⁹ Switching at Lake Arthur.¹⁰ Switching at Eunice; two firemen.¹¹ Two firemen.¹² Switching at Salt Mine and New Iberia.¹³ Switching at Cypremort, Franklin and Weeks Island.¹⁴ Switching at Houma and Shriever.

Rates of pay of locomotive firemen—Continued.

Class of service.	Rate per day.		Overtime (per hour).	
	1907	1910	1907	1910
Switching:				
First-class yards.....	\$2. 25	\$2. 50	\$0. 22½	\$0. 25
Second-class yards.....	2. 15	2. 40	. 21½	. 24

SOUTHERN PACIFIC CO.—MOUNTAIN DISTRICTS.

On the mountain districts of the Southern Pacific System firemen in passenger service, as a result of the arbitration award, received an increase in rates of compensation of 15 cents a day. In freight and work train service the rates of pay of firemen were advanced 15 cents a day on oil-burning engines and 30 cents a day on engines burning coal; these increases on a percentage basis ranging from 4.8 to 10.7 per cent in freight and from 5.7 to 12.5 per cent in work train service. In the case of runs of over 100 miles in the aggregate, in freight service, on trip or trips beginning on the same date and scheduled at less than 12½ miles per hour, firemen received increases in rates of pay per mile ranging from 4.5 to 4.9 per cent on oil-burning engines and from 8.9 to 9.8 per cent on engines burning coal.

In addition to the increases noted above, firemen in local or way freight service on runs over 100 miles in the aggregate, where time was computed on the 10 mile per hour basis, under the rates fixed in 1910 were given a further increase of 25 cents per 100 miles over through freight rates.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine.	Passenger. ^{1,2}				Freight. ^{1,2}			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
Under 18-inch cylinders.....	\$2.85	\$3.00	\$0.15	5.3	.....	.....	.....	.....
110,000 to and including 140,000 pounds on drivers:								
Oil.....	2.98	3.13	.15	5.0	{ \$2.96	{ \$3.11	{ \$0.15	{ 5.1
Coal.....					{ 2.96	{ 3.26	{ .30	{ 10.1
Over 140,000 pounds on drivers:								
Oil.....	3.12	3.27	.15	4.8	{ 3.10	{ 3.25	.15	4.8
Coal.....					{ 3.10	{ 3.40	.30	9.7
Less than 110,000 pounds on drivers:								
Oil.....					{ 2.82	{ 2.97	.15	5.3
Coal.....					{ 2.82	{ 3.12	.30	10.7

Class of engine.	Freight. ^{1,2}				Work train.				Between Roseville and Truckee.			
	Rate per mile.		Increase.		Rate per day.		Increase.		Rate.		Increase.	
	1907	1910 ⁴	Amount.	Per cent.	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.
110,000 to and including 140,000 pounds on drivers:												
Oil.....	\$0.0321	\$0.0336	\$0.0015	4.7	\$2.52	\$2.67	\$0.15	6.0	.....	.....	.....	.....
Coal.....	.0321	.0351	.0030	9.4	2.52	2.82	.30	11.9	.....	.....	.....	.....
Over 140,000 pounds on drivers:												
Oil.....	.0335	.035	.0015	4.5	2.64	2.79	.15	5.7	.....	.....	.....	.....
Coal.....	.0335	.0365	.0030	8.9	2.64	2.94	.30	11.4	.....	.....	.....	.....
Less than 110,000 pounds on drivers:												
Oil.....	.0307	.0322	.0015	4.9	2.40	2.55	.15	6.3	.....	.....	.....	.....
Coal.....	.0307	.0337	.0030	9.8	2.40	2.70	.30	12.5	.....	.....	.....	.....
Locomotives weighing over 140,000 pounds on drivers:												
Rate per mile (passenger).....									\$0.039	\$0.039	\$0.00	0.00
Rate per day (freight).....									3.75	3.75	.00	.0
Rate per mile (freight) ³.....									.04	.04	.00	.0

¹ Between Bakersfield and Los Angeles; Sacramento and Sparks; Red Bluff and Ashland; Ashland and Roseburg; Los Angeles and Indio.

² 100 miles or less; over 100 miles, pro rata.

³ In freight service of over 100 miles in the aggregate, trip or trips beginning on the same date and scheduled at less than 12½ miles per hour.

⁴ Firemen in local or way freight service on runs over 100 miles in the aggregate where time is computed on the 10 miles per hour basis are paid at the rate of 25 cents per 100 miles in addition to through freight rates, as per class of engine and district.

Rates of pay of locomotive firemen.

Class of engine.	Passenger, per day. ^{1 2}		Freight, per day. ^{1 2}		Freight, per mile. ^{2 3}		Work train, per day. ⁴	
	1907	1910	1907	1910	1907	1910 ⁵	1907	1910
Under 18-inch cylinders ⁶	\$2.85	\$3.00	.....	.....	.....	.....	.....	.....
110,000 to and including 140,000 pounds on drivers:								
Oil.....	2.98	3.13	{ \$2.96 2.96	{ \$3.11 3.26	\$.0321 .0321	\$.0336 .0351	\$2.52 2.52	\$2.67 2.82
Coal.....								
Over 140,000 pounds on drivers:								
Oil.....	3.12	3.27	{ 3.10 3.10	{ 3.25 3.40	.0335 .0335	.035 .0365	2.64 2.64	2.79 2.94
Coal.....								
Less than 110,000 pounds on drivers:								
Oil.....	.....	.....	{ 2.82 2.82	{ 2.97 3.12	.0307 .0307	.0322 .0337	2.40 2.40	2.55 2.70
Coal.....								
Mallet type.....		4.00		4.00		.0375		4.00
Simple 24-inch cylinders and over; compound, 215,000 pounds and over on drivers.....				3.75				3.75
Deadheading, per day.....	2.25	2.25						
Acting as messengers in charge of dead engines, per day.....	2.50	2.50						

BETWEEN ROSEVILLE AND TRUCKEE.

	Rate per mile.		Rate per day.		Rate per mile.	
	1907	1910	1907	1910	1907 ³	1910 ³
Locomotives weighing over 140,000 pounds on drivers..	\$0.039	\$0.039	\$3.75	\$3.75	\$0.04	\$0.04

¹ 100 miles or less; over 100 miles, pro rata.² Between: Bakersfield and Los Angeles; Sacramento and Sparks; Red Bluff and Ashland; Ashland and Roseburg; Los Angeles and Indio.³ In freight service of over 100 miles in the aggregate, trip or trips beginning on the same date and scheduled at less than 12½ miles per hour.⁴ 10 consecutive hours or less, 100 miles or less.⁵ Firemen in local or way freight service on runs over 100 miles in the aggregate where time is computed on the 10 mile per hour basis are paid at the rate of 25 cents per 100 miles in addition to through freight rates, as per class of engine and district.⁶ Includes standard gauge consolidation, 8-wheel connected, and Atlantic type less than 110,000 pounds on drivers.

SOUTHERN PACIFIC CO.—PACIFIC SYSTEM.

On the Pacific system of the Southern Pacific Co. a comparison of the schedules before and after the firemen's arbitration of 1910 shows that in the valley districts passenger firemen were granted an increase of 15 cents a day by the arbitration award, while on the lines east of Sparks firemen on passenger engines with cylinders under 18 inches in diameter were awarded an advance of 26 cents a day, and on engines with cylinders 18 inches or over, 28 cents a day. In freight, helper, and work train service in the valley districts firemen had their rates of pay on coal-burning engines increased 30 cents a day; and on oil-burning engines, 15 cents a day by the award of the board. On the lines east of Sparks the advances awarded were higher. On oil-burning locomotives the rate of increase in these branches of service was 27 to 29 cents a day, and on coal-burning engines, 42 to 44 cents a day. Hostlers had their monthly rates of pay advanced from \$80 to \$85, or 6.3 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration effective May 16, 1910.

Class of engine.	Valley districts.									
	Passenger.				Freight and helper. ¹				Work train.	
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.	1907	1910
Under 18-inch cylinders.....	\$2.25	\$2.40	\$0.15	6.7	.....	.....	.....	.....	.....	.....
18-inch cylinders and over.....	2.50	2.65	.15	6.0	.....	.....	.....	.....	.....	.....
Less than 75,000 pounds on drivers:										
Oil.....					\$2.46	\$2.61	\$0.15	6.1		
Coal.....					2.76	.30	12.2			
75,000 pounds to and including 110,000 pounds on drivers:										
Oil.....					2.56	2.71	.15	5.9	\$2.40	\$2.55
Coal.....					2.86	.30	11.7		2.70	\$0.15
110,000 pounds to and including 140,000 pounds on drivers: ²										
Oil.....					2.69	2.84	.15	5.6	2.52	2.67
Coal.....					2.90	.30	11.2		2.82	.15
Over 140,000 pounds on drivers:										
Oil.....					2.82	2.97	.15	5.3	2.64	2.79
Coal.....					3.12	.30	10.6		2.94	.15

Class of engine.	Lines east of Sparks.									
	Passenger.				Freight and helper. ¹				Work train.	
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.	
	1907	1910	Amount.	Per cent.	1907	1910	Amount.	Per cent.	1907	1910
Under 18-inch cylinders.....	\$2.25	\$2.51	\$0.26	11.6	.....	.....	.....	.....	.....	.....
18-inch cylinders and over.....	2.50	2.78	.28	11.2	.....	.....	.....	.....	.....	.....
Less than 75,000 pounds on drivers:										
Oil.....					\$2.46	\$2.73	\$0.27	11.0		
Coal.....					2.88	.42	17.1			
75,000 pounds to and including 110,000 pounds on drivers:										
Oil.....					2.56	2.84	.28	10.9	\$2.40	\$2.67
Coal.....					2.99	.43	16.8		2.82	\$0.27
110,000 pounds to and including 140,000 pounds on drivers: ²										
Oil.....					2.69	2.97	.28	10.4	2.52	2.80
Coal.....					3.12	.43	16.0		2.95	.28
Over 140,000 pounds on drivers:										
Oil.....					2.82	3.11	.29	10.3	2.64	2.92
Coal.....					3.26	.44	15.6		3.07	.28

Class of service.	Rate per—	Pay.		Increase.	
		1907	1910	Amount.	Per cent.
	Month.....	\$80.00	\$85.00	\$5.00	6.3
Hostlers.....					
Arbitrary for firemen on Oakland, Berkeley, Alameda, and Oswego locals.....	Day.....	2.75	2.90	.15	5.5

¹ On runs of over 100 miles in the aggregate, where time is computed on the 10-mile-per-hour basis, firemen in local or way freight service are paid at the rate of 25 cents per 100 miles in addition to through freight rates as per class of engine and district.

² Includes standard gauge consolidated 8-wheel connected and Atlantic type locomotive of less than 110,000 pounds on drivers.

Rates of pay per day of locomotive firemen.

Class of engine.	Valley districts.					
	Passenger. ¹		Freight and helper. ²		Work train.	
	1907	1910	1907 ³	1910 ⁴	1907 ⁵	1910 ⁶
Under 18-inch cylinders.....	\$2.25	\$2.40				
18-inch cylinders and over.....	2.50	2.65				
Less than 75,000 pounds on drivers:						
Oil.....			\$2.46	\$2.61		\$2.55
Coal.....			2.46	2.76		2.70
75,000 pounds to and including 110,000 pounds on drivers:						
Oil.....			2.56	2.71	\$2.40	2.56
Coal.....			2.56	2.86	2.40	2.70
110,000 pounds to and including 140,000 pounds on drivers:						
Oil.....			2.69	2.84	2.52	2.67
Coal.....			2.69	2.99	2.52	2.82
Over 140,000 pounds on drivers:						
Oil.....			2.82	2.97	2.64	2.79
Coal.....			2.82	3.12	2.64	2.94
Simple locomotives having cylinders 24 inches or over in diameter and on compound locomotives weighing 215,000 or more pounds on drivers.....				3.75		3.75
Mallet type.....		4.00		4.00		4.00

Class of engine.	Lines east of Sparks.					
	Passenger. ¹		Freight and helper.		Work train.	
	1907	1910	1907 ³	1910 ⁴	1907 ⁵	1910 ⁶
Under 18-inch cylinders.....	\$2.25	\$2.51				
18-inch cylinders and over.....	2.50	2.78				
Less than 75,000 pounds on drivers:						
Oil.....			\$2.46	\$2.73		\$2.67
Coal.....			2.46	2.88		2.82
75,000 pounds to and including 110,000 pounds on drivers:						
Oil.....			2.56	2.84	\$2.40	2.67
Coal.....			2.56	2.99	2.40	2.82
110,000 pounds to and including 140,000 pounds on drivers:						
Oil.....			2.69	2.97	2.52	2.80
Coal.....			2.69	3.12	2.52	2.95
Over 140,000 pounds on drivers:						
Oil.....			2.82	3.11	2.64	2.92
Coal.....			2.82	3.26	2.64	3.07
Simple locomotives having cylinders 24 inches or over in diameter and on compound locomotives weighing 215,000 or more pounds on drivers.....				3.75		3.75
Mallet type.....		4.00		4.00		4.00

Hostlers, per month (12 hours constitute a day's work):

1907.....	\$80.00
1910.....	85.00
Oakland, Berkeley, Alameda and Oswego locals, firemen's arbitrary rate, per day:	
1907.....	2.75
1910.....	2.90

¹ 100 miles or less.² On runs over 100 miles in the aggregate, where time is computed on the 10-mile per hour basis, firemen in local or way freight service are paid at the rate of 25 cents per 100 miles in addition to through freight rates as per class of engine and district.³ In freight, 100 miles or less. In helper, 100 miles allowed for first 10 hours or less; after 10 hours, overtime at the rate of 12½ miles per hour.⁴ Freight, 8-hour basis; helper, 10-hour basis. 100 miles or less.⁵ Overtime, after 10 hours, at 25 cents per hour; fractions less than 30 minutes not counted; all over 30 minutes, one hour.⁶ Overtime pro rata after 10 hours.⁷ Includes standard gauge consolidated 8-wheel connected and Atlantic type locomotives of less than 110,000 pounds on drivers.

UNION PACIFIC RAILROAD CO.

The advances in rates of pay to locomotive firemen by the arbitration board's award, as applied on the Union Pacific, may be briefly summarized as follows:

Increase per day.

Class of service.	Cents.	Per cent.
Work and helper service (all districts).....	30	10.0 to 12.2
Through freight service (all districts).....	30	9.2 to 11.5
Local freight service (all districts).....	55	16.9 to 21.2
Passenger service (all districts).....	15	4.9 to 6.4
Switching service (all divisions).....	25	11.1

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910.

Class of engine.	All districts, work and helper.				All through freight districts, except between Cheyenne and Laramie.			
	Rate per day.		Increase.		Rate per day.		Increase.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.
1, Atlantic.....	\$2.70	\$3.00	\$0.30	11.1	\$2.95	\$3.25	\$0.30	10.2
101, Pacific.....	2.80	3.10	.30	10.7	3.05	3.35	.30	9.8
201, consolidated, simple.....	3.00	3.30	.30	10.0	3.25	3.55	.30	9.2
600, 8-wheel, simple.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
700, 8-wheel, simple.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
800, 8-wheel, simple.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
888, 8-wheel, simple.....	2.60	2.90	.30	11.5	2.85	3.15	.30	10.5
900, 10-wheel, simple.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
1000, 10-wheel, simple.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
1100, switch.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
1151, switch.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
1171, switch.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
1187, switch.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
1211, switch.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
1201, switch.....	2.45	2.75	.30	12.2	2.70	3.00	.30	11.1
1301, consolidated, simple.....	2.75	3.05	.30	10.9	3.00	3.30	.30	10.0
1400, 10-wheel, simple.....	2.60	2.90	.30	11.5	2.85	3.15	.30	10.5
1500, consolidated, simple.....	3.00	3.30	.30	10.0	3.25	3.55	.30	9.2
1508, consolidated, compound.....	3.00	3.30	.30	10.0	3.25	3.55	.30	9.2
1600, consolidated, simple.....	3.00	3.30	.30	10.0	3.25	3.55	.30	9.2
1620, consolidated, compound.....	3.00	3.30	.30	10.0	3.25	3.55	.30	9.2
1703, 10-wheel, simple.....	2.75	3.05	.30	10.9	3.00	3.30	.30	10.0
1800, 10-wheel, simple.....	2.60	2.90	.30	11.5	2.85	3.15	.30	10.5
1820, 10-wheel, compound.....	2.70	3.00	.30	11.1	2.95	3.25	.30	10.2
1901, consolidated, compound.....	3.00	3.30	.30	10.0	3.25	3.55	.30	9.2

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

Class of engine.	All districts, except between Cheyenne and Laramie.									
	Local freight.					Passenger.				
	Rate per day.		Increase.			Rate per day.		Increase.		
	1907	1911	Amount.	Per cent.		1907	1911	Amount.	Per cent.	
1, Atlantic.....	\$2.95	\$3.50	\$0.55	18.6		\$2.75	\$2.90	\$0.15	5.5	
101, Pacific.....	3.05	3.60	.55	18.0		2.85	3.00	.15	5.3	
101, consolidated, simple.....	3.25	3.80	.55	16.9		2.90	3.05	.15	5.2	
200, 8-wheel, simple.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
600, 8-wheel, simple.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
700, 8-wheel, simple.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
888, 8-wheel, simple.....	2.85	3.40	.55	19.3		2.65	2.80	.15	5.7	
800, 10-wheel, simple.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
9000, 10-wheel, simple.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
1100, switch.....	2.70	3.25	.55	20.4		2.35	2.50	.15	6.4	
1151, switch.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
1171, switch.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
1187, switch.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
1211, switch.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
1201, switch.....	2.70	3.25	.55	20.4		2.50	2.65	.15	6.0	
1301, consolidated, simple.....	3.00	3.55	.55	18.3		2.85	3.00	.15	5.3	
1400, 10-wheel, simple.....	2.85	3.40	.55	19.3		2.65	2.80	.15	5.7	
1500, consolidated, simple.....	3.25	3.80	.55	16.9		2.90	3.05	.15	5.2	
1508, consolidated, compound.....	3.25	3.80	.55	16.9		2.90	3.05	.15	5.2	
1600, consolidated, simple.....	3.25	3.80	.55	16.9		2.90	3.05	.15	5.2	
1620, consolidated, compound.....	3.25	3.80	.55	16.9		2.90	3.05	.15	5.2	
1703, 10-wheel, simple.....	3.00	3.55	.55	18.3		2.85	3.00	.15	5.3	
1800, 10-wheel, simple.....	2.85	3.40	.55	19.3		2.65	2.80	.15	5.7	
1820, 10-wheel, compound.....	2.95	3.50	.55	18.6		2.75	2.90	.15	5.5	
1901, consolidated, compound.....	3.25	3.80	.55	16.9		2.90	3.05	.15	5.2	

Class of engine.	District between Denver and Laramie.									
	Through freight.				Local freight.				Passenger.	
	Rate per day.		Increase.		Rate per day.		Increase.		Rate per day.	
	1907	1911	Amount.	Per cent.	1907	1911	Amount.	Per cent.	1907	1911
1, Atlantic.....	\$2.75	\$3.05	\$0.30	10.9	\$2.75	\$3.30	\$0.55	20.0	\$2.65	\$2.80
101, Pacific.....	2.85	3.15	.30	10.5	2.85	3.40	.55	19.3	2.75	2.90
201, consolidated, simple.....	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5	3.05	3.20
600, 8-wheel, simple.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
700, 8-wheel, simple.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
800, 8-wheel, simple.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
888, 8-wheel, simple.....	2.75	3.05	.30	10.9	2.75	3.30	.55	20.0	2.65	2.80
900, 10-wheel, simple.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
1000, 10-wheel, simple.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
1100, switch.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.35	2.50
1151, switch.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
1171, switch.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
1187, switch.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
1211, switch.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
1201, switch.....	2.60	2.90	.30	11.5	2.60	3.15	.55	21.2	2.50	2.65
1301, consolidated, simple.....	2.95	3.25	.30	10.2	2.95	3.50	.55	18.6	2.85	3.00
1400, 10-wheel, simple.....	2.75	3.05	.30	10.9	2.75	3.30	.55	20.0	2.65	2.80
1500, consolidated, simple.....	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5	3.05	3.20
1508, consolidated, compound.....	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5	3.05	3.20
1600, consolidated, simple.....	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5	3.05	3.20
1620, consolidated, compound.....	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5	3.05	3.20
1703, 10-wheel, simple.....	2.95	3.25	.30	10.2	2.95	3.50	.55	18.6	2.85	3.00
1800, 10-wheel, simple.....	2.75	3.05	.30	10.9	2.75	3.30	.55	20.0	2.65	2.80
1820, 10-wheel, compound.....	2.85	3.15	.30	10.5	2.85	3.40	.55	19.3	2.75	2.90
1901, consolidated, compound.....	3.15	3.45	.30	9.5	3.15	3.70	.55	17.5	3.05	3.20

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration, effective May 16, 1910—Continued.

Class of service.	Rate per month.		Increase.	
	1907	1911	Amount.	Per cent.
Switching, all divisions.....	¹ \$2. 25	¹ \$2. 50	\$0. 25	11. 1
Local or way freight:				
Trains 57 and 58 between Council Bluffs and Columbus....	87. 00	97. 46	10. 46	12. 0
Trains 63 and 64 between Grand Island and North Platte....	87. 00	102. 05	15. 05	17. 3
Trains 159 and 158, Kansas City and Junction City.....	87. 00	94. 80	7. 80	9. 0
Trains 159 and 158, Junction City and Salina.....	87. 00	94. 80	7. 80	9. 0

¹ Per day.

Rates of pay of locomotive firemen.¹

Class of engine.	Work and helper, all districts.		All districts except between Cheyenne and Laramie.						District between Denver and Laramie.					
			Through freight.		Local freight. ²		Passenger.		Through freight.		Local freight. ²		Passenger.	
	1907	1911	1907	1911	1907	1911	1907	1911	1907	1911	1907	1911	1907	1911
1, Atlantic.....	\$2. 70	\$3. 00	\$2. 95	\$3. 25	\$2. 95	\$3. 50	\$2. 75	\$2. 90	\$2. 75	\$3. 05	\$2. 75	\$3. 30	\$2. 65	\$2. 80
101, Pacific.....	2. 80	3. 10	3. 05	3. 35	3. 05	3. 60	2. 85	3. 00	2. 85	3. 15	2. 85	3. 40	2. 75	2. 90
201, Consolidated, simple....	3. 00	3. 30	3. 25	3. 55	3. 25	3. 80	2. 90	3. 05	3. 15	3. 45	3. 15	3. 70	3. 05	3. 20
600, 8-wheel, simple.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
700, 8-wheel, simple.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
800, 8-wheel, simple.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
888, 8-wheel, simple.....	2. 60	2. 90	2. 85	3. 15	2. 85	3. 40	2. 65	2. 80	2. 75	3. 05	2. 75	3. 30	2. 65	2. 80
900, 10-wheel, simple.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
1000, 10-wheel, simple.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
1100, switching.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
1151, switching.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
1171, switching.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
1187, switching.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
1211, switching.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
1201, switching.....	2. 45	2. 75	2. 70	3. 00	2. 70	3. 25	2. 50	2. 65	2. 60	2. 90	2. 60	3. 15	2. 50	2. 65
1301, consolidated, simple....	2. 75	3. 05	3. 00	3. 30	3. 00	3. 55	2. 85	3. 00	2. 95	3. 25	2. 95	3. 50	2. 85	3. 00
1400, 10-wheel, simple.....	2. 60	2. 90	2. 85	3. 15	2. 85	3. 40	2. 65	2. 80	2. 75	3. 05	2. 75	3. 30	2. 65	2. 80
1500, consolidated, simple....	3. 00	3. 30	3. 25	3. 55	3. 25	3. 80	2. 90	3. 05	3. 15	3. 45	3. 15	3. 70	3. 05	3. 20
1508, consolidated, compound.....	3. 00	3. 30	3. 25	3. 55	3. 25	3. 80	2. 90	3. 05	3. 15	3. 45	3. 15	3. 70	3. 05	3. 20
1600, consolidated, simple....	3. 00	3. 30	3. 25	3. 55	3. 25	3. 80	2. 90	3. 05	3. 15	3. 45	3. 15	3. 70	3. 05	3. 20
1620, consolidated, compound.....	3. 00	3. 30	3. 25	3. 55	3. 25	3. 80	2. 90	3. 05	3. 15	3. 45	3. 15	3. 70	3. 05	3. 20
1703, 10-wheel, simple.....	2. 75	3. 05	3. 00	3. 30	3. 00	3. 55	2. 85	3. 00	2. 95	3. 25	2. 95	3. 50	2. 85	3. 00
1800, 10-wheel, simple.....	2. 60	2. 90	2. 85	3. 15	2. 85	3. 40	2. 65	2. 80	2. 75	3. 05	2. 75	3. 30	2. 65	2. 80
1820, 10-wheel, compound....	2. 70	3. 00	2. 95	3. 25	2. 95	3. 50	2. 75	2. 90	2. 85	3. 15	2. 85	3. 40	2. 75	2. 90
1901, consolidated, compound.....	3. 00	3. 30	3. 25	3. 55	3. 25	3. 80	2. 90	3. 05	3. 15	3. 45	3. 15	3. 70	3. 05	3. 20

Switching service.	Rate.		Overtime.	
	1907	1911	1907	1911
All divisions.....	\$2. 25	\$2. 50	(³)	(³)

Class of service.	Rate per month.		Overtime.	
	1907	1911	1907	1911
Local or way freight:				
Trains 57 and 58 between Council Bluffs and Columbus....	\$87. 00	⁴ \$97. 46	(⁵)	(⁶)
Trains 63 and 64 between Grand Island and North Platte....	87. 00	⁴ 102. 05	(⁵)	(⁶)
Trains 159 and 158, Kansas City and Junction City.....	87. 00	⁴ 94. 80	(⁵)	(⁶)
Trains 159 and 158, Junction City and Salina.....	87. 00	⁴ 94. 80	(⁵)	(⁶)

¹ Rates per 100 miles (except switching service).

² These rates are exclusive of specified runs shown below.

³ Overtime at one-tenth rate. Ten hours' work constitute a day for which 100 miles is allowed firemen.

⁴ Three firemen assigned.

⁵ Overtime after 10 hours per day.

⁶ Overtime after 10 hours per day pro rata.

⁷ One fireman assigned.

X.

SOUTHERN RAILWAY AND ORDER OF RAILROAD TELEGRAPHERS: 1910.

In the arbitration proceedings reviewed in this section the controversy involved stipulations presented to the Southern Railway by the Order of Railroad Telegraphers respecting conditions of employment of members of this order in the service of the railroad. The movement embraced approximately 1,650 employees, including operators whose duties also involved service as station agents and clerks, as well as those exclusively engaged in telegraph service. The agreement to arbitrate was signed April 15, 1910, the railroad company selecting as arbitrator J. S. B. Thompson, assistant to the president of the Southern Railway, and the employees selecting John J. Dermody, of Cincinnati, vice president of the Order of Railroad Telegraphers. These arbitrators being unable to agree upon a third, the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor, acting under the provision of the Erdman Act, appointed as the third member of the board William Vance, of the District of Columbia, dean of the George Washington University Law School.

DEMANDS OF EMPLOYEES.

The agreement to arbitrate in the present instance followed mediation proceedings in which Federal officials acting in the capacity of mediators under the terms of the Erdman Act had effected a partial adjustment of the matters in dispute between the parties. The unsettled points in controversy included a request by the employees for an increase in rates of pay, and a series of stipulations governing the basis of a day's work, annual leave of absence with pay, conditions with respect to services performed on Sundays and legal holidays, and the scope and significance of the word telegrapher as used in negotiations between the Order of Railroad Telegraphers and the railway company. It was agreed that any wage increase which might be granted should be given in terms of a fixed lump sum, or a percentage of increase on the current pay roll.

With respect to the basis of a day's work, the requests of the employees contemplated a material reduction in the number of hours of daily service required of telegraphers in certain positions, the reduction requested in the case of offices filled by a single employee being from 12 to 10 consecutive hours per day. Concessions of material advantage to the employees were also involved in the stipulations respecting leave of absence with pay, and services performed on Sundays and legal holidays.

AWARD OF THE BOARD OF ARBITRATION.

The board of arbitration was organized with Mr. Vance as chairman, and held its first session at Washington on May 24, 1910. The arbitration award was announced June 11, following.

With respect to the proposed wage increase, the arbitration award was productive of an advance in the rates of pay of the employees involved in the movement, equivalent to 8 per cent of their aggregate earnings, as shown by the pay roll. In conformity with the request of the employees, the board directed that the sum so granted should be distributed to the various positions covered by the award in such manner as should be mutually agreed upon between the company and representatives of the employees, or distributed on a flat percentage basis in the event of no agreement being reached as to such distribution within 15 days from the date of the award.

The findings of the board of arbitration with respect to the proposed rules governing working conditions, as a whole, were also favorable to the employees, the rules submitted to the board, with modifications in certain details, being granted by the award.

REQUESTS AND AWARD COMPARED.

The requests of the employees as compared with the findings of the board of arbitration are shown below, the articles of the requests and the award being shown in parallel columns.

ARTICLE 1.

REQUESTS OF THE ORDER OF RAILROAD TELEGRAPHERS.

All employees performing the duties of a telegraph or telephone operator, whether termed an operator, agent-operator, telephoner, or otherwise, also station agents, and levermen, specified in the schedule, will be considered telegraphers within the meaning of this agreement.

AWARD OF THE BOARD OF ARBITRATION.

All employees performing the duties of telegraph operator, or agent-operator, and all those telephone operators who render services in connection with the movement of trains, and all such levermen as are specified in the schedule attached to the contract of submission bearing date April 15, 1910, will be considered telegraphers within the meaning of this agreement, provided that any agent who is required by the employer to perform the services of a telegraph or a telephone operator during any portion of the year shall be deemed an agent-operator and within the provisions of this agreement.

ARTICLE 2.

(a) At offices where not more than two telegraph operators are employed, 9 consecutive hours, including meal hour, will constitute a day's work.

(b) Where three or more telegraphers are employed, 8 consecutive hours will constitute a day's work.

(a) At offices where only one telegrapher is employed, 10 consecutive hours, including meal hour, shall constitute a day's work provided, however, that when the needs of the service require that such employees shall meet early or late passenger trains, the time will be extended sufficiently to cover such passenger trains, not exceeding 12 hours. If held on duty for any other purpose for longer than 10 consecutive hours, overtime will be allowed.

(b) At offices where two or more telegraphers are employed, 9 consecutive hours shall constitute a day's work, it being, however, stipulated and agreed that where three or more telegraphers are employed, only 8 consecutive hours of service shall be required of each, except in cases where efficiency of service shall clearly demand a nine-hour day.

ARTICLE 3.

(a) Telegraphers will be excused from Sunday and legal holiday duty when practicable without detriment to the service, and when excused no deduction will be made from their wages; (b) if required to work Sundays or legal holidays they will be paid one day's pay for each Sunday and holiday worked in addition to and pro rata with the monthly rates; (c) when required to meet trains on Sundays or legal holidays, they will be paid an hour for each train met.

Telegraphers will be excused from Sunday and legal holiday duty so far as practicable without detriment to the service, and when so excused no deduction shall be made from their wages.

ARTICLE 4.

Telegraphers will be granted 15 days leave of absence each year with full compensation and transportation over their company's lines.

Telegraphers who have been in the service of the company for a period not less than two years and who are required to work on Sundays and legal holidays on the average as much as one-half the number of hours constituting a regular day's work in the positions occupied, shall be granted 15 days leave of absence each year on full pay and with transportation over this company's lines. In determining the number of hours service rendered on Sundays and legal holidays, the employee required to meet trains on such days shall be allowed therefor one hour's time for each train so met.

ARTICLE 5.

A request for an increase in wages as specified at stations and offices shown in the attached; it being understood that if the arbitrators should grant an increase in wages, it may be given in terms of a fixed lump sum or a percentage of increase on the current pay roll; the aggregate sum thus granted to be distributed to the various positions covered by the award of the arbitrators, as may be mutually agreed upon between the company and the representatives of the employees. In the event that such distribution is not agreed upon within 15 days from the date upon which the award is handed down, such increase shall be distributed as a flat percentage increase to all positions to which it applies.

The wages of the employees included within article 1 of this award shall be increased by an amount equal to 8 per cent of the total amount now paid to them, as shown by the current pay roll; the aggregate sum thus granted shall be distributed to the various positions covered by this award in such manner as may be mutually agreed upon between the company and the representatives of the employees. In the event that such a distribution is not agreed upon within 15 days from the date upon which this award is handed down, such increase shall be distributed as a flat percentage increase to all positions to which it applies.

With the exception of the findings of the arbitration board with respect to the issue involved in article 1 the award was concurred in by each arbitrator. In connection with the award under article 1, a dissenting opinion was rendered by Mr. Dermody, as follows:

I dissent from the terms of article 1 of the award for the reason that it should include station agents' positions where the station agent is not required to telegraph. It being clearly shown by the representatives of the employees that their committee represented a majority of all station agents employed, also by the testimony of the employers that all station agents are classified by them as station agents, there appears no good reason why the station agents as a class should be denied the right of representation.

APPLICATION OF THE AWARD.

The results of the wage increase awarded by the arbitration board in the form of changes in the rates of pay of individual employees are shown by reference to the terms of the award, the findings of the board having called for an aggregate increase of 8 per cent for the employees as a whole according to such basis of distribution as should be mutually agreed upon by the two parties.

In addition to the wage increase secured by the employees, a comparison of the schedule governing working conditions in effect before the arbitration with the rules established by the award shows that the basis of a day's work in offices filled by one employee, or by a day operator and a night operator, was fixed at 12 hours per day under the preexisting rules, as compared with 10 consecutive hours per day, including meal hour, in offices filled by a single employee and a day of 9 hours in offices filled by two or more employees under the new rules.

As a result of the arbitration award the employees also secured an amendment to the preexisting rule exempting employees from duty on Sundays, when practicable, so as to extend the exemption to legal holidays, with the further stipulation that when so excused no deduction should be made from their wages.

As compared with the findings of the board of arbitration with respect to the rule requested by the employees governing annual leave of absence with pay, the rule in force before the arbitration was confined to a stipulation that employees should be granted leave of absence, when practicable, with transportation over the company's lines, no provision being included for leave with pay.

XI.

MISSOURI PACIFIC SYSTEM AND ORDER OF RAILROAD TELEGRAPHERS: 1910.

(The Missouri Pacific Railway Co., including the St. Louis, Iron Mountain & Southern Railway Co., and leased, operated, and independent lines, against the Order of Railroad Telegraphers.)

Arbitration under the terms of the so-called Erdman Act was agreed to in this case on May 14, 1910, the controversy involving the requests of approximately 1,050 telegraphers in the employ of the Missouri Pacific Railway Co. for an increase in rates of pay. On May 27, 1910, joint application was made to the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor by the two parties to the controversy for the appointment of a third arbitrator, the application reciting that the arbitrators selected by the employer and employees had been unable to agree upon a third person to be chosen as a member of the board of arbitration. In connection with the request for the appointment of such arbitrator it was further recited that the parties "hereby further agree to waive mediation provided for in the so-called Erdman Act, and further agree that the amendments to the existing rules in the telegraphers' schedule on said road agreed to by and between the management of said roads and the general committee representing the telegraphers, parties by representation, copies of which said amendments are hereto attached and made a part of this agreement, shall become effective on and after June 1, 1910."

DEMANDS OF THE EMPLOYEES.

The agreement for the submission of the controversy to arbitration, as indicated above, was entered into at the conclusion of a series of negotiations involving such amendments to the existing telegraphers' schedule as had been proposed by the employees, exclusive of the proposed change in the wage schedule. The issue submitted to arbitration related solely to the request of the employees for an increase in rates of pay and was set forth in the second article of the arbitration agreement as follows:

It is agreed that the employer has granted to the employee certain amendments to existing rules governing working conditions that will have the effect of increasing the pay roll of the employer to a certain extent.

The question to be arbitrated is what amount of increase shall be granted by the employer to the employee in addition to concessions already granted in rules governing working conditions, above referred to.

Any increase which may be allowed shall be apportioned in such manner as may be agreed upon between the management of the road and the committee representing the employees, provided that in case an increase be granted and such apportionment can not be agreed upon within 15 days from the date on which the decision of the arbitrators is handed down, such increase shall be applied as a flat percentage on the respective rates of pay now in effect.

FINDINGS OF THE BOARD OF ARBITRATION.

As a result of agreement between representatives of the railroad company and the order of railroad telegraphers the board of arbitration as organized for the consideration of the case under review was composed as follows:

Albert W. Sullivan, general manager Missouri Pacific Railway Co., selected by employer.

Frank J. Ryan, commissioner Kansas Board of Railway Commissioners, selected by employees.

W. L. Chambers, lawyer, appointed by the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor.

In response to the issue submitted to arbitration an award was made in favor of the employees, parties to the agreement, for a lump sum of \$50,000 cash per annum, the apportionment of the amount so awarded being left to officials of the company and a committee representing the employees. The award was rendered July 28, 1910, and was made retroactive so as to take effect as of June 1, 1910.

The considerations which governed the board of arbitration in adjusting the requests of the employees for an increase in rates of pay were set forth in the award as follows:

The evidence was convincing that there has been a material increase in the cost of living since the scale of wages was last adjusted and that the operators are entitled on that account alone to the amount now awarded them. The evidence also disclosed the fact that during a long series of years the railroad company has accumulated a surplus exceeding \$17,000,000, and that during the last two years, in addition to that surplus, the net earnings over and above operating expenses and fixed charges, have exceeded \$3,000,000.

The board, therefore, feels that the award of \$50,000 cash is fully justified, both on the ground of the increased cost of living and upon the operating earnings of the road.

APPLICATION OF THE AWARD.

As stipulated in the arbitration agreement apportionment of the wage increase of \$50,000 awarded the telegraphers by the board of arbitration was made the subject of negotiations following the award, between representatives of the railroad and a committee representing the employees. The resultant change in the rates of pay of these employees as shown by data furnished by the railroad company for use in this analysis was from an average rate of \$65.35 per month under the schedule in effect before the award to an average rate of \$68.06 per month under the wage scale subsequently adopted. The average increase in the rates of pay of telegraphers, therefore, as a result of the arbitration award was \$2.71 per month, or 4.2 per cent.

XII.

DENVER & RIO GRANDE RAILROAD AND BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN: 1910.

Arbitration under the terms of the so-called Erdman law was agreed to by the parties in this case on September 17, 1910, the controversy involving a proposed wage increase for approximately 570 firemen and hostlers employed by the Denver & Rio Grande Railroad. Agreement for the submission of the case to arbitration was entered into as a result of negotiations between representatives of the railroads and officials of the Brotherhood of Locomotive Firemen and Enginemen, representing the firemen and hostlers, no request for mediation or conciliation proceedings having been made by either employer or employees. As members of the board of arbitration, representatives of the railroad nominated W. S. Martin and representatives of the employees nominated W. F. Hynes. These arbitrators, being unable to agree upon a third, the appointment of the third arbitrator was by agreement referred to the chairman of the Interstate Commerce Commission, who appointed W. L. Chambers, of the District of Columbia.

Hearings before the board of arbitration were conducted in the Federal building at Denver, Colo., beginning October 11, 1910. The presentation of testimony was completed October 27, oral arguments being heard the day following. On November 1, the board announced its award.

DEMANDS OF EMPLOYEES.

The proposals of the employees as submitted to arbitration were framed so as to provide for increased rates of pay, both through specific increases in the wage scale and indirectly through changes in rules governing the basis of a day's work and running time of trains in certain classes of service, and in the basis of pay for overtime work. The specific wage increases requested were for the application of the increases granted firemen on western railroads as a result of the firemen's arbitration award of 1910 to the rates of pay in effect on the Colorado and Utah lines of the Denver & Rio Grande as of January, 1907; for a rate of \$4 per day on Mallet type engines in all classes of service; and for an increase of 25 cents per day for switch firemen and a minimum day rate of \$3.25 for hostlers on the Utah lines of the railroad.

FINDINGS OF THE BOARD OF ARBITRATION.

Stated in summary form the award of the board of arbitration in response to the requests of the employees involving direct increases in rates of pay was as follows:

The request for the application of the increases established on western railroads as a result of the arbitration award of 1910 to the rates in effect on the Colorado lines of the Denver & Rio Grande was denied, but firemen in standard gauge passenger service, and on all narrow gauge valley mileage were awarded an increase of 6 cents per 100 miles. All narrow gauge valley rates in freight service were increased from 3.12 to 3.27 cents per mile. A day's pay for road firemen was increased 5 cents. On the Utah lines an increase of 15 cents per 100 miles was awarded in all classes of passenger and freight service.

With respect to the rates of pay of firemen employed on Mallet type engines, the board found from the evidence that no engines of this type were in service on the Colorado lines, but awarded that, in the event of the introduction of such engines, firemen should receive 4 cents per mile in all classes of service valley miles; between Salida and Malta, 5 cents per mile; between Minturn and Malta and between Labeta and Sierra $5\frac{1}{2}$ cents per mile, with minimum pay of \$3.20 per day. On the Utah lines a rate of \$4 per 100 miles for firemen employed on Mallet type engines was awarded, as proposed by the employees. In response to the request for an increase in rates of pay of switch firemen on the Utah lines it was ordered that no change be made in the rates of pay of these employees except in the case of such firemen employed at Walsenburg, Rouse Branch, El Moro-Jansen-Reilly Cañon, who were awarded an increase of 31 cents. The rates of pay for hostlers on the system receiving less than \$3 per day were increased 20 cents per day; rates of \$3 per day were increased to \$3.15; and rates of \$3.33 to \$3.45. The overtime rate in this service was fixed at 27 cents per hour on the Utah lines, as compared with a request for a rate of 30 cents.

The findings of the board with respect to the proposals involving changes in rules governing running time of trains, overtime, and the basis of a day's work are set forth below in connection with a statement of the rules requested by the employees, the articles submitted to arbitration, and the findings of the board being shown in parallel columns.

Colorado lines.

ARTICLE C.

REQUESTS OF EMPLOYEES.

AWARD.

That a permanent running time be established for mixed, through, local, and irregular freight and helper service at a speed of 12 miles per hour on all valley and 60-mile districts, except between Malta and Minturn, and 9 miles per hour on all 44-mile districts, and also on 60-mile districts between Malta and Minturn; overtime computed on 12 miles per hour valley mileage, according to class of engine, unless otherwise provided for in specified service.

This request was denied.

ARTICLE D.

That overtime on regular passenger runs shall be computed after the schedule time of train.

Granted.

ARTICLE E.

That overtime on special passenger or express service will be computed on the average time of the fastest and slowest schedule passenger trains on districts over which such trains move.

Granted.

ARTICLE F.

That when engines are turned and run in opposite direction the overtime will be figured separately on each trip, time on return trip to be computed from time of departure as shown on train sheet. This to govern places not otherwise covered and not to apply on regular branch runs.

When engines are turned and run in opposite direction the overtime to be figured from the start until the end of the return trip on the basis of the running time. This to govern places not otherwise covered, and not to apply to regular branch runs.

ARTICLE G.

That on all classes of engines in all classes of service overtime will be computed at the rate of 12 miles per hour, valley miles, at class rates of engines, less than 30 minutes not to be counted, 30 minutes and less than 1 hour to be counted 1 hour, hour for hour, thereafter. This to govern places not otherwise provided for.

Overtime rates per hour on Colorado lines shall be as follows:

On narrow gauge lines in passenger and freight service 30 cents per hour, standard gauge in passenger service 30 cents per hour, standard gauge freight service 33 cents on all engines except Mallet. Mallet type engines 40 cents per hour.

Utah lines.

ARTICLE J.

That overtime on regular passenger runs shall be computed after the schedule running time of trains.

Overtime on special passenger or express service shall be computed as at present on Utah lines.

ARTICLE K.

This article embodied the same request as was presented in Article E with respect to the Colorado lines.

Overtime on special passenger or express service shall be computed as at present on Utah lines.

ARTICLE L.

That when engines are turned and run in opposite direction, the overtime shall be figured separately on each run, time on return trip to be computed from time of departure as shown on train sheet.

When engines are turned and run in opposite directions, overtime shall be figured as at present on Utah lines, 22 miles for passenger and 12 miles for freight.

ARTICLE M.

That on all classes of engines, in all classes of service, overtime shall be computed at the rate of 12 miles per hour at class rates of engines. Less than 30 minutes not to be counted; 30 minutes and less than one hour to be counted one hour; hour for hour thereafter. This to govern places not otherwise provided for.

Overtime rate per hour on Utah lines to remain as at present on all classes of freight service; in passenger service, the rate to be 29 cents. Ordered that less than 30 minutes not to be counted; 30 minutes and less than 1 hour to be counted 1 hour; hour for hour thereafter. This to govern places not otherwise provided for.

ARTICLE N.

That one day's pay will be allowed for 10 hours or less service at freight rates; overtime pro rata, at the following places: Scofield, Clear Creek, and Winter Quarters, Bingham Canyon, Cuprum, Garfield, Welby, Sunnyside, Castle Gate, and Copper Belt; Shay engines.

No change to be made in the present rate of pay per day at points mentioned in this request, except that an increase of 25 cents a day is allowed on Shay engines.

In a dissenting opinion under Articles A and H arbitrator W. F. Hynes referred to the increased cost of living, the increased labor due to the employment of larger engines with greater tractive power involving the consumption of a greater amount of coal, and the increased rates of pay established on railroads connecting and competing with the Denver & Rio Grande Railroad, as a result of the western firemen's arbitration award of 1910, as reasons which he claimed entitled the employees to the specific wage increases asked for. Mr. Hynes further contended that the evidence submitted to the board tending to show that firemen in the employ of the Denver & Rio Grande Railroad were exposed to unusual hazards was not given the consideration that it deserved.

Dissenting from the award under article C, Mr. Hynes contended that the schedule time of trains in the classes of service referred to in this article had been so extended, following wage increases granted in 1903 and 1907, that the aggregate earnings of firemen in 1909, after the addition of these increases, were less than in 1903. The evidence on these points, Mr. Hynes claimed, was conclusive, and the adoption of the rule asked in article C was necessary for the protection of firemen against further extension of the running time of trains without additional pay.

Dissenting opinions were also filed by Mr. Hynes under articles F, G, K, L, M, N, and O. The operation of the award under article F, Mr. Hynes contended, would result in a reduction in the wages of firemen on such runs, unless modified to conform to the ruling of the chairman that no decreases should be made in connection with the award. With respect to the rule requested under article N, testimony tending to show that the services rendered by firemen in the places mentioned in this section involved unusual hardship was referred to by Mr. Hynes as ground for his conclusion that this request should have been granted.

As a part of the arbitration award it was directed that the wage increases granted by the board should be based on rates of pay provided in schedule of the Denver & Rio Grande Railroad of January 1, 1907, and that such increases should be retroactive as of October 6, 1910.

APPLICATION OF THE AWARD.

In order to show the practical result of the arbitration on the Denver & Rio Grande Railroad, with reference to increases in rates of pay, the following tables contrast the rates in effect on the Colorado lines in 1907 with those granted by the board of arbitration effective October 6, 1910:

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration.

COLORADO LINES—PASSENGER SERVICE.

Class of service.	Rate per—	Pay.		Increase.	
		1907	1910	Amount.	Per cent.
Standard gauge:					
Simple engines, except 220 class	Day	\$2.94	\$3.00	\$0.06	2.0
Simple engines, 220 class	do	3.00	3.06	.06	2.0
Compound engines, except Mallet	do	3.00	3.06	.06	2.0
Second division—					
Malta and Leadville—Minturn—					
Simple engines, under 220 class	Mile	.049	.05	.001	2.0
All compound engines, except Mallet and 220 simple.	do	.05	.051	.001	2.0
Fourth division—					
La Veta—Sierra—					
Simple engines under 220 class	do	.049	.05	.001	2.0
All compound engines, except Mallet and 220 class, simple.	do	.05	.051	.001	2.0
Narrow gauge:					
Day's pay for road firemen—					
Simple engines	Day	2.65	2.71	.06	2.3
Compound engines	do	2.71	2.77	.06	2.2
Second division—					
Blue River branch—					
Simple engines	Mile	.0442	.0451	.0009	2.0
Compound engines	do	.0452	.0461	.0009	2.0
Fourth division—					
All simple engines	do	.0602	.0616	.0014	2.3
All compound engines	do	.0616	.06295	.00135	2.2
Pagosa Springs branch, Alamosa—Lails and Dykes—Sunetha—					
All simple engines	do	.0442	.0451	.0009	2.0
All compound engines	do	.0452	.0461	.0009	2.0

COLORADO LINES—FREIGHT AND MIXED SERVICE.

Standard gauge:					
Pay for road firemen—					
All simple engines except 220 class	Day	2.89	\$2.94	\$0.05	1.7
All compound engines except Mallet and 220 class simple.	do	2.95	3.00	.05	1.7
Narrow gauge:					
Pay for road firemen—					
Simple engines	do	2.73	2.78	.05	1.9
Compound engines	do	2.79	2.84	.05	1.8
First division—					
Simple engines	Mile	.0312	.0327	.0015	4.8
Compound engines	do	.0319	.0334	.0015	4.7
Second division—					
Salida—Malta—					
Simple engines	do	.0434	.04557	.00217	5.0
Compound engines	do	.0444	.04656	.00216	4.9
Blue River Branch—					
Simple engines	do	.0442	.0463	.0021	4.8
Compound engines	do	.0452	.0473	.0021	4.6
Third division—					
Poncha to 2 miles east of Sargent, Maysville—Monarch, Cimarron—Cedar Creek, Poncha—Poncha Pass, Villa Grove—Orient—					
Simple engines	do	.0602	.06318	.00298	5.0
Compound engines	do	.0616	.0645	.0029	4.7
Balance of narrow gauge district—					
Simple engines	do	.0312	.0327	.0015	4.8
Compound engines	do	.0319	.0334	.0015	4.7
Fourth division—					
Alamosa—Cumbres—					
Simple engines	do	.0312	.0327	.0015	4.8
Compound engines	do	.0319	.0334	.0015	4.7
Cumbres—Chama—					
Simple engines	do	.0602	.06318	.00298	5.0
Compound engines	do	.0616	.0645	.0029	4.7
Chama—Durango and Silverton Branch—					
Simple engines	do	.0312	.0327	.0015	4.8
Compound engines	do	.0319	.0334	.0015	4.7
Santa Fe Branch—Embudo Barranca—					
Simple engines	do	.0602	.06318	.00298	5.0
Compound engines	do	.0616	.0645	.0029	4.7

Amount and per cent of increase in rates of pay of locomotive firemen as a result of the award of the board of arbitration—Continued.

COLORADO LINES—FREIGHT AND MIXED SERVICE—Continued.

Class of service.	Rate per—	Pay.		Increase.	
		1907	1910	Amount.	Per cent.
Narrow gauge—Continued.					
Fourth division—Continued.					
All other mileage on Santa Fe Branch—					
Simple engines.....	Mile.....	\$0.0312	\$0.0327	\$0.0015	4.8
Compound engines.....	do.....	.0319	.0334	.0015	4.7
Pagosa Springs Branch, Altura-Halls and Dykes-Sunetha—					
Simple engines.....	do.....	.0442	.0463	.0021	4.8
Compound engines.....	do.....	.0452	.0473	.0021	4.6
Balance of mileage on Pagosa Springs Branch—					
Simple engines.....	do.....	.0312	.0327	.0015	4.8
Compound engines.....	do.....	.0319	.0334	.0015	4.7

A study of the foregoing tables shows that the rates of pay of the firemen in passenger service were increased 2 per cent for all classes of standard gauge engines and from 2 per cent to 2.3 per cent on narrow gauge engines. In the latter class the maximum increase of 2.3 per cent was allowed road firemen on simple engines working on a day basis and firemen on simple engines on the fourth division paid at a rate per mile.

Road firemen in the freight and mixed service handling standard gauge simple engines, except 220 class, and compound engines, except Mallet and 220 class simple, were granted a flat increase of 1.7 per cent as a result of the arbitration. On narrow gauge engines for all divisions, and including both simple and compound engines, increases in rates of pay were gained of from 1.8 per cent to as high as 5 per cent. The increase on the narrow gauge engines exceeded 4 per cent in all except two instances.

XIII.

COAL AND COKE RAILWAY CO. AND BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN, ORDER OF RAILWAY CONDUCTORS, AND BROTHERHOOD OF RAILROAD TRAINMEN: 1911.

The arbitration case described below was a concerted movement by the train service employees of the Coal & Coke Railway Co. to secure from the company certain changes in working conditions and an increase in rates of pay. Stipulations for arbitration under the terms of the so-called Erdman law were signed by the parties April 1, 1911. The employees selected as their arbitrator, P. H. Morrissey, president of the American Railroad Employees' and Investors' Association, and the railway company selected H. B. Spencer, vice president of the Southern Railway Co. At the request of these arbitrators, Wendell P. Stafford, justice of the Supreme Court of the District of Columbia, was appointed by the chairman of the Interstate Commerce Commission and the United States Commissioner of Labor as the third arbitrator. The board of arbitration organized with Judge Stafford as chairman, and held its first session at Washington, D. C., on May 8, 1911. The arbitration award was rendered May 27, being made retroactive so as to go into effect April 1, 1911.

DEMANDS OF THE EMPLOYEES.

The rules respecting rates of pay and working conditions proposed by the employees were presented to the board of arbitration in a series of schedules designated by the letters of the alphabet A to C, inclusive, schedule A relating to conductors, baggagemen, flagmen, brakemen, and yardmen; schedule B, to engineers; and schedule C, to firemen. In article 2 of the arbitration agreement it was stipulated that the—

Board of arbitration shall have the right to decide that the employer shall accept all the rules and rates of pay provided in the said schedules, or none of them or any part of them, or any modification of them that the said board may prescribe; or said board shall have the power to fix and determine what wages shall be paid to said employees and what the hours of labor and rules relating to such wages and hours of labor shall be.

At the time of the arbitration the rates of pay of passenger conductors, baggagemen, and brakemen were \$110, \$72, and \$65 per month, respectively. In the wage scale submitted to arbitration payment of these employees on a mileage basis was requested at rates of 2.68 cents per mile for conductors, 1.55 cents per mile for baggagemen, and 1.5 cents per mile for brakemen. A monthly guaranty in the case of regularly assigned passenger conductors, baggagemen, and brakemen who were ready for service the entire month, and who did not lay off of their own accord, of \$125, \$75, and \$70 per month, respectively, was also requested. In connection with this request it was proposed that the minimum mileage allowance and pay for each

day used should be not less than \$4.20 for conductors, \$2.75 for flagmen, and \$2.55 for brakemen.

The wage scale proposed by the employees involved in through and irregular freight service increases in rates of pay ranging from approximately 5 per cent for flagmen to 10 per cent for conductors and brakemen; in local freight service increases ranging from approximately 17 per cent for flagmen to 20 per cent for conductors, 23 per cent for brakemen, and in work and wreck train service increases of 26 per cent for flagmen, 21 per cent for brakemen, and 30 per cent for conductors. The new wage scale also involved increased rates of pay for conductors and trainmen in mixed train and in yard service.

In the case of engineers a rate of 3.85 cents per mile, with the proviso that runs of less than 100 miles either straightaway or turn around should be paid for as 100 miles, was requested in lieu of the existing rate of \$4.50 per day. In local, pick-up, and through freight service increases ranging from 14 to 17 per cent, in work and wreck train service an increase of 33½ per cent, and in yard service an increase of 30 per cent were requested as compared with the existing rates.

The wage scale governing the rates of pay of firemen, as submitted to arbitration, involved increases in the rates of compensation of these employees of approximately 15 per cent in local and pick-up freight service, 10 per cent in through freight service, and 20 per cent in work, wreck, and yard service. In passenger service a rate of 2.25 cents per mile, with the proviso that runs of less than 100 miles either straightaway or turn around should be paid for as 100 miles, was requested in lieu of the existing rate of \$2.50 per day.

The stipulations respecting working conditions presented to the board of arbitration in connection with the proposed wage scale involved, among other changes in the existing rules, a reduction in the number of hours constituting a day's work in freight and mixed train service from 11 to 10 hours per day. Material changes were also requested in the rule governing the rights of employees in case of suspension, dismissal, or the imposition of discipline for any offense. The new rules to a great extent related to working conditions which had not previously been made the subject of written agreement between the railway company and the employees.

FINDINGS OF THE BOARD OF ARBITRATION.

The detailed requests of the employees, as compared with the findings of the board of arbitration, are shown below.

Summed up briefly, the wage scale established as a result of the arbitration involved increases in rates of pay ranging in freight and mixed train service from 6.3 to 9.1 per cent; in work and wreck train service, from 20 to 33.3 per cent; and in yard service, from 14.3 to 25 per cent. In passenger service engineers and firemen were awarded a minimum allowance for each day used of \$4.50 and \$2.50, respectively, as compared with a corresponding allowance before the award for a day's work of more than 6 hours and not exceeding 10 hours, and pay for actual time only for service of 6 hours or less. Conductors, baggagemen, expressmen, brakemen, and flagmen in passenger service were awarded a minimum daily allowance for each day used of \$4.10, \$2.70, and \$2.45, respectively, compensation for

service of 6 hours or less before the award having been limited to payment for time actually worked at the pro rata rate for a full day of 10 hours.

In the comparison of the award of the arbitration board with the requests of the employees the articles of the requests and the awards are shown in parallel columns, the schedules governing engineers being presented first, followed by the schedules governing firemen, and conductors and trainmen, in the order mentioned.

ARTICLE A.

REQUESTS OF LOCOMOTIVE ENGINEERS.

Passenger engineers, per mile..	\$0.0385
Local freight, per mile.....	.0450
Pick-up freight, per mile.....	.0450
Through freight, per mile.....	.0440
Work and wreck, per day.....	4.00
Yard engineers, per day of 10 hours or less.....	3.90

Overtime.

Passenger engineers, per hour..	.40
All freight engineers, per hour..	.45
Work and wreck engineers, per hour.....	.40
Yard engineers.....	.39

Passenger service.—Straight-away or run-around runs making over 100 miles will be paid on a mileage basis, overtime at rate of 20 miles per hour. Under 100 miles, either straight away or turn around, will be paid as 100 miles, overtime at rate of 20 miles per hour.

Regular assigned passenger engineers called for service before and in addition to their regular run, before trips or before registering off duty, will be paid as follows:

One hour or less.....	\$0.40
One to 5 hours.....	2.00
Over 5 hours and less than 10 hours.....	4.00

In all freight service.—Unless otherwise specified, 100 miles or less, 10 hours or less, either straight away or turn around, to constitute a day. Over 100 miles or 10 hours to be paid pro rata. Overtime at rate of 10 miles per hour.

Engineers not assigned to a regular run may be used for more than one class of service in one day or trip, and shall be paid the higher rate of pay for service performed, 10 hours or less, 100 miles or less to constitute a day. Over 10 hours or 100 miles to be paid pro rata. First 30 minutes not to count; over 30 minutes 1 hour.

AWARD OF BOARD OF ARBITRATION.

Engineers in passenger service will be paid on the following trip basis:

Elkins-Charleston.....	\$5.30
Overtime after 8 hours and 48 minutes.....	
Gassaway-Roaring Creek Junction and return, including Coal-ton trips.....	5.30
Overtime after 4 hours and 15 minutes in each direction.....	
Gassaway-Charleston and return, including round trip, Sutton Branch.....	5.80

Overtime on the run Gassaway to Charleston after 4 hours and 36 minutes; Charleston to Gassaway via Sutton, after 5 hours and 15 minutes. One hour extra will be allowed for turning train at Charleston.

The minimum daily allowance for engineers in passenger service to be: \$4.50 for 10 hours or less; overtime pro rata.

The working time of engineers will begin at the time train is scheduled to leave, and will continue until relieved from duty at end of run. In computing overtime, less than 30 minutes will not be counted. Thirty minutes, and less than 1 hour, will be counted 1 hour. All passenger overtime to be paid at the rate of 45 cents per hour.

All excursion service and other special passenger trips not provided for above will be paid on the basis of the minimum rate and overtime herein contained.

Passenger engineers regularly assigned and called for emergency service before, or in addition to, their regular runs, before trips or before registering off duty, will be paid for such service on hourly basis at regular overtime rate. If over 5 hours are used in such service, they will be paid the minimum daily passenger rate and overtime if earned.

Freight and mixed, per mile....	\$0.0415
Work and wreck, per day (10 hours or less).....	4.00
Yard engineers ¹ per day (10 hours or less).....	3.55

¹ Includes service on Sutton Branch performed by Gassaway yard crew.

Overtime.

All freight engineers (cents per hour).....	41. 5
Work and wreck engineers (cents per hour).....	40
Yard engineers (cents per hour).....	35. 5

In all freight and mixed train service, including mine runs, and pusher or helper service, 100 miles or less, or 10 hours or less will constitute a day's work; that on runs of 100 miles or less overtime will be paid for time in excess of 10 hours, and on runs over 100 miles overtime will be paid for the time used in excess of the time necessary to complete the trip at an average speed of 10 miles per hour. The working time of the men will begin at the time they are scheduled to leave or time called to leave initial terminal, unless they leave earlier, and will continue until they are relieved from duty at the end of the run.

Overtime will not commence until after expiration of 30 minutes in addition thereto, the 30 minutes to be reckoned as 1 hour.

Engineers in all freight service may be assigned to turn-around service out of terminals regardless of the first-in first-out rule until 100 miles, or 10 hours, have been made.

GENERAL RULES.

SECTION 1. Engineers who voluntarily leave the service, and who may subsequently be reemployed on this road, shall rank in seniority as new men. Those discharged from the service and reinstated within less than one year shall not be required to pass a medical examination, nor shall they lose their seniority, but if reemployed after one year, shall rank as new men.

Seniority shall take precedence in all cases as to choice of run on any district, providing the senior man is competent.

Engineers shall hold their rights in seniority in both road and yard service. No engineer shall be hired or fireman promoted for yard service. All engineers hired or firemen promoted shall take their places on extra board and shall be in line for regular service in both yard and road service when vacancies occur.

SECTION 1. A record will be kept showing the age of employees in service and lists will be posted on Gassaway bulletin board. In making promotions, qualifications will govern: that is, record, ability, and seniority. The seniority lists as now published shall govern, and the rights of employees shall extend over the entire road.

An employee dismissed for cause may be reinstated if application for same is made in writing within six months of the date of such dismissal.

Regular runs will be assigned, preference being given to senior men who are qualified. When a regular run becomes vacant it will be advertised and will be given to the oldest qualified employee in that branch of the service applying for it. And in case the senior man declines he shall not be entitled to claim it later until it again becomes vacant, or until there is a change in runs or conditions. But a senior man who declines a run does not thereby lose his seniority rights except as to that run, and under the conditions then existing and providing a qualified man in service is available who desires the run. Engineers assigned to regular runs shall run the same regardless of engines.

SEC. 2. Engineers will be called when possible 1 hour and 30 minutes before their time to leave, their time to be taken from the engineer's time ticket, and to begin 30 minutes before time they are called to leave. Engineers will be notified in writing when time is not allowed as per time ticket, and the reason for non-allowance given.

SEC. 3. No engineer shall be suspended or dismissed in serious cases except temporarily pending investigation without a fair and impartial trial. All parties interested must be present at the investigation, but witnesses may be examined separately, and in the event of conflicting testimony those whose evidence conflict will be brought together. The trial must be held within seven days and the engineer advised of the decisions. He shall not be suspended pending trial for minor offenses. In case he is unjustly suspended, he shall be paid for the time lost. He shall have the right to appeal to the general officers, and in all cases may be represented by two members of the committee.

SEC. 4. Engineers summoned as witnesses for the company in the courts or in similar service shall receive their regular rate of pay while in attendance, and their necessary traveling expenses. Engineers when summoned by the company to attend investigations shall be paid their regular rate of pay for the actual time lost while attending the investigation, but no traveling expenses.

SEC. 5. When an engineer is called and not used he shall be allowed regular rate per hour for all time held with a minimum of three hours and not lose his turn.

SEC. 6. Engineers deadheading under orders on freight trains will receive their full rate, and on passenger trains one-half their regular rates. Engines running light over the road, except helper engines, will be furnished a flagman, except in emergency cases.

SEC. 7. The seniority of a hired engineer shall date from his first trip, and that of a promoted engineer from the date of his promotion.

SEC. 2. Where callers are employed crews will be called a reasonable time before leaving time of their trains provided they reside within 1 mile of the starting point, except crews assigned to regular runs scheduled to leave between 7 a. m. and 8.30 p. m.

Employees will be notified when time is not allowed as claimed and the reason therefor given.

SEC. 3. No engineer shall be suspended or dismissed in serious cases except temporarily pending investigation without a fair and impartial trial. All parties interested must be present at the investigation, but witnesses may be examined separately and in the event of conflicting testimony those whose evidence conflict will be brought together. The trial must be held within seven days and the engineer advised of the decision. He shall not be suspended pending trial for minor offenses. In case he is unjustly suspended, he shall be paid for the time lost. He shall have the right to appeal to the general officers, and in all cases may be represented by two members of the committee. In case of an appeal, the appeal must be taken within 30 days of the time decision is rendered, and the appeal must be made in writing and include a statement giving the main points of the case and the points to which exceptions are taken, and the ground for such exceptions.

SEC. 4. Employees held off duty by the company to attend court will be paid for time lost at the regular rate for their respective class of service and in addition their hotel expenses will be paid while held away from home, and such employees will assign their court fees and mileage certificates to the company.

When held out of service to attend an investigation they shall be paid for actual time lost in attending the investigation, but no traveling or other expense shall be allowed. No time will be allowed for attending the investigation if any member of their crew is found to be at fault.

SEC. 5. When an engineer is called and not used he will be allowed regular rates per hour for all time held with a minimum of three hours and not lose his turn.

SEC. 6. Engineers deadheading under orders will receive one-half their regular rates. Engines running light over the road, except helper engines, will be furnished a flagman, except in emergency cases. An employee who, for reasons of his own, quits work during a day or trip and the employee who relieves him shall each be paid actual time.

SEC. 7. The seniority of a hired engineer shall date from his first trip, and that of a promoted engineer from the date of his promotion.

SEC. 8. In case an engine is taken from the service on one district and put in service on another or shopped for 10 days or more, the engineer shall be furnished with another engine if possible. If this is not possible, then the youngest engineer shall drop back on the extra list and the aforesaid engineer shall take his engine or turn. This section shall also apply to any change of engines from any part of a district to another.

SEC. 9. Any engineer refusing a run or engine vacant or open to his choice by reason of his seniority rights, forfeits thereby no seniority rights, but can not thereafter claim the run or engine refused in case of its being again vacant or in case he is thereafter deprived of a run which he holds. New and vacant runs to be advertised, application must be made within 10 days. A man being absent on account of sickness, suspension or a leave of absence, if entitled to same, may claim and have the run or engine on his return. When a run is lengthened or shortened 20 miles or more or the home terminal is changed, it shall be considered a new run and be advertised.

SEC. 10. Engineers accepting official or other positions with this company shall not lose their seniority.

SEC. 8. In case an engine is taken from the service on one district and put in service on another or shopped for 10 days or more, the engineer shall be furnished with another engine if possible. If this is not possible, then the youngest engineer shall drop back on the extra list and the aforesaid engineer shall take his engine or turn. This section shall also apply to any change of engines from any part of a district to another.

SEC. 10. An employee accepting official position with the company or temporary position in the shops or other class of service shall retain his rights on the road providing he requests and receives a letter to that effect.

SEC. 11. Engineers not assigned to regular runs will run first in first out.

The number of engineers on extra board will be kept as low as practicable, and when reductions are made the youngest man in point of service will be reduced.

Extra engineers will run first in first out. When an extra engineer gets an extra run or engine he shall hold same until the return of the regular man, except as follows:

When a passenger run is vacant five days or less the oldest available freight engineer, if qualified, will be called for the run and the extra man called for the freight engine. After five days the senior freight engineer will then take the run if he so desires and is qualified.

When a preferred freight run is vacant five days or less the first engineer on extra board will be called. After five days the senior freight engineer will then take the run if he desires.

SEC. 12. Yard engineers shall be allowed 1 hour for meals between 11.30 and 1.30 for day and night service and when not relieved between these hours shall be allowed 30 minutes for meals and be paid an hour overtime and will not be required to remain on duty over 6 hours without a meal.

The meal hour of crews working "split tricks" will be arranged between the company and the employees affected to suit the local operating conditions and the convenience of the employees, provided, however, that a definite time will be fixed within which employees will be given their meal under the penalty provided in the preceding paragraph.

SEC. 11. Extra engineers shall run first in and first out of all terminals where extra men are employed, with following exceptions:

When it is known that a freight run will be vacant 10 days or longer, the senior extra engineer shall be entitled to it.

When it is known that preferred freight or passenger run is to be vacant, the senior freight engineer at the terminal where vacancy occurs is entitled to same when available and competent, if he desires the run and claims it.

SEC. 12. Yard engineers shall be allowed 1 hour for meals between 11.30 and 1.30, and when not relieved between those hours shall be allowed 30 minutes for meals and be paid 1 hour overtime and will not be required to remain on duty over 6 hours without a meal.

SEC. 13. When engineers are required to double hills or cut engine off to assist another train, they will be allowed 10 miles for each double, unless the actual mileage exceeds 10 miles, in which case they will be paid actual mileage.

SEC. 14. Engineers dispatched from terminals shall not be relieved until they reach the terminal for which they started or return to the terminal which they left, unless released from changes of turn by a qualified engineer or are tied up for rest.

SEC. 15. In case of passenger transfer, the crews will transfer and proceed. In case passenger engine is disabled, the passenger engineer will take the relief engine and proceed with the train.

SEC. 16. Engineers on through freight trains who pick up or set off at three or more places on straightaway trip, or two or more places on turn-around trip, will be paid local and pick-up rates for the trip. Bad order cars do not count under this rule. Changing tonnage to meet grade conditions not to be counted.

SEC. 17. At terminals where engine inspectors are employed, they will be held responsible for the inspection of incoming and outgoing engines. This does not relieve the engineer from making the usual inspection and work report.

SEC. 18. When an engineer is displaced by a senior engineer, or a run is taken off, the engineer affected shall have preference of taking any other run he is entitled to by seniority. When an engineer is taken off a run, account unsatisfactory service, he shall be entitled to a run that he can handle satisfactorily, to which his seniority entitles him.

SEC. 19. No engine will be used on main track or to do yard work, unless in charge of a qualified engineer, except in exchange of passenger engines at terminals.

SEC. 13. When engineers are required to double hills or cut off engine to assist another train, they will be allowed actual mileage at the rate per mile paid on their train with overtime based on the total mileage made at the regular miles per hour basis when it accrues.

SEC. 15. In case of passenger transfer the crew will transfer and proceed. In case passenger engine is disabled the passenger engineer will take the relief engine and proceed with the train.

SEC. 18. When an engineer is displaced by a senior engineer or a run is taken off, the engineer affected shall have preference of taking any other run he is entitled to by seniority. When an engineer is taken off a run on account unsatisfactory service, he shall be entitled to a run that he can handle satisfactorily, to which his seniority entitles him.

SEC. 20. Leave of absence for 30 days or more when granted will be given only in writing and for a period not to exceed 6 months (except in case of sickness), and an employee on leave of absence must keep the officer issuing same advised of his address, and is subject to recall, except in case of sickness, upon 20 days notice.

SEC. 21. Suitable protection against the weather will be placed on all engines during the winter months. Coolers will be furnished and ice supplied from May 1 to October 1 where obtainable.

SEC. 22. If requested, a clearance or service letter will be given an employee leaving the service, stating date entering and date leaving and cause of leaving.

SEC. 20. No engineer will be allowed a longer period than six months leave of absence at any one time, and such leave of absence shall be secured from the superintendent in writing and may be extended in case of sickness.

APPLICATION OF 16-HOUR LAW.

(a) Employees in train service will not be tied up unless it is apparent that trip can not be completed within the lawful time, and not then until after the expiration of 14 hours on duty under the Federal law, or within two hours of the time limit provided by State laws, if State laws govern.

(b) If employees in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

(c) When employees in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew shall be the period of rest for the entire crew.

(d) Continuous trip will cover the movement straight away or turn around from initial point to the destination train is making when required to tie up. If any change is made in destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Employees in train service tied up under the law will be paid continuous time or mileage at their schedules from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this section does not permit engineers to run through terminals unless such practice is permitted under the schedule.

(f) Employees in train service tied up for rest under the law and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e) the same as if they had run the train to such terminal.

(g) Employees in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yardmen required to work 16 hours will resume work when the rest period is up under the Federal law, and then be permitted to work 10 hours or paid therefor.

(a) Engineers in train service will not be tied up unless it is apparent the trip can not be completed within the lawful time, and then not until after the expiration of 14 hours on duty under the Federal law, or within two hours of the time limit provided by State law, if State laws govern.

(b) If engineers in train service are tied up a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

(c) When engineers in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the train or engine crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

(d) Continuous trip will cover the movement straight away or turn around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Engineers in train service tied up under the law will be paid continuous time for mileage of their schedule from initial point to tie-up point. When they resume duty on a continuous trip, they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit engineers to run through terminals unless such practice is permitted under the schedule.

(f) Engineers in train service tied up for rest under the law and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e) the same as if they had run the train to such terminal.

(g) If an engineer is required to watch or care for engines or perform other duties during the time tied up, he will be paid for such service at regular overtime rates.

(h) Yard engineers required to work 16 hours will resume work when the rest period is up under the Federal law and then be permitted to work 10 hours or paid therefor.

ARTICLE A.

REQUESTS OF LOCOMOTIVE FIREMEN.

	Per mile.
Passenger firemen.....	\$0. 0225
Local freight firemen.....	. 0275
Pick-up freight firemen.....	. 0275
Through freight firemen.....	. 0265
	Per day. ¹
Work and wreck.....	\$2. 40
Yard firemen.....	2. 40

Overtime.

Per hour.

All freight and passenger service.....	\$0. 27
Yards and work trains.....	. 24

Passenger service.—Straightaway or turn-around runs making over 100 miles will be paid on a mileage basis, overtime at rate of 20 miles per hour. Under 100 miles, either straightaway or turn around, will be paid as 100 miles, overtime at rate of 20 miles per hour.

Regular assigned passenger firemen called for service before and in addition to their regular run, before trips, or before registering off duty will be paid as follows:

One hour or less.....	\$0. 27
One to 5 hours.....	1. 10
Over 5 hours and less than 10 hours.....	2. 25

Overtime on basis of 20 miles per hour.

In all freight service.—Unless otherwise specified, 100 miles or less, 10 hours or less, either straightaway or turn around, to constitute a day. Over 100 miles or 10 hours to be paid pro rata. Overtime at rate of 10 miles per hour.

Firemen not assigned to a regular run may be used for more than one class of service in one day or trip, and shall be paid the higher rate of pay for service performed, 10 hours or less, 100 miles or less, to constitute a day. Over 10 hours or 100 miles to be paid pro rata.

In counting overtime, 30 minutes will not be counted. Over 30 minutes will count one hour.

AWARD OF THE BOARD OF ARBITRATION.

Firemen in passenger service will be paid on the following trip basis:

Elkins-Charleston.....	\$2. 95
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Overtime after 8 hours and 48 minutes.

Gassaway-Roaring Creek Junction and return, including Coalton trips.....	\$2. 95
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Overtime after 4 hours and 15 minutes in each direction.

Gassaway-Charleston and return, including round trip, Sutton Branch.....	\$3. 25
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Overtime on the run, Gassaway to Charleston after 4 hours and 36 minutes; Charleston to Gassaway via Sutton, after 5 hours and 15 minutes. One hour extra will be allowed for turning train at Charleston.

The minimum daily allowance for firemen in passenger service to be \$2.50 for 10 hours or less; overtime pro rata.

The working time of firemen will begin at the time train is scheduled to leave and will continue until relieved from duty at end of run. In computing overtime, less than 30 minutes will not be counted. Thirty minutes, and less than one hour, will be counted one hour. All passenger overtime to be paid at the rate of 25 cents per hour.

All excursion and other special passenger trips not provided for above will be paid on the basis of the minimum rate and overtime herein contained.

Passenger firemen regularly assigned and called for emergency service before or in addition to their regular runs, before trips or before registering off duty, will be paid for such service on hourly basis at regular overtime rate. If over five hours are used in such service, they will be paid the minimum daily passenger rate and overtime if earned.

Per mile.

Freight and mixed train service firemen.....	\$0. 026
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Per day.¹

Work and wreck train firemen....	\$2. 40
Yard firemen ²	2. 30

Overtime.

Per hour.

All freight and mixed service.....	\$0. 26
Work and wreck train service.....	. 24
Yard service.....	. 23

¹ 10 hours or less.² Includes service on Sutton Branch performed by Gassaway yard crew.

In all freight and mixed train service, including mine runs, and pusher or helper service, 100 miles or less or 10 hours or less, will constitute a day's work; that on runs of 100 miles or less overtime will be paid for time in excess of 10 hours and on runs of over 100 miles overtime will be paid for the time used in excess of the time necessary to complete the trip at an average speed of 10 miles per hour. The working time of the men will begin at the time they are scheduled to leave or time called to leave initial terminal, unless they leave earlier, and will continue until they are relieved from duty at the end of the run. Overtime will not commence until after expiration of 30 minutes in addition thereto, the 30 minutes to be reckoned as one hour.

Firemen in all freight service may be assigned to turn-around service out of terminals regardless of the first-in-first-out rule until 100 miles or 10 hours have been made.

GENERAL RULES.

SECTION 1. Firemen will be called when possible 1 hour and 30 minutes before their time to leave, their time to be taken from the engineer's time ticket and to begin 30 minutes before time they are called to leave. Firemen will be notified in writing when time is not allowed as per time ticket, and the reason for nonallowance given.

SEC. 2. Yard firemen shall be allowed 1 hour for meals between 11.30 and 1.30, and when not relieved between those hours shall be allowed 30 minutes for meals and be paid 1 hour overtime, and will not be required to remain on duty over 6 hours without a meal.

SEC. 3. When a fireman is called and not used he will be allowed regular rate per hour for all time held with a minimum of 3 hours and not lose his turn.

SEC. 4. Firemen used in other service than firemen shall receive their regular rate of pay, except when firemen are used as engineers or pilots, they shall receive the same rate of pay as engineers, and will not be required to fire and pilot at the same time.

SECTION 1. Where callers are employed crews will be called a reasonable time before leaving time of their trains provided they reside within 1 mile of the starting point, except crews assigned to regular runs scheduled to leave between 7 a. m. and 8.30 p. m.

Employees will be notified when time is not allowed as claimed and the reason therefor given.

SEC. 2. Yard firemen shall be allowed 1 hour for meals between 11.30 and 1.30 for day and night service, and when not relieved between those hours shall be allowed 30 minutes for meals and be paid 1 hour overtime, and will not be required to remain on duty over 6 hours without a meal.

The meal hour of crews working "split tricks" will be arranged between the company and the employees affected to suit the local operating conditions and the convenience of the employees, provided, however, that a definite time will be fixed within which employees will be given their meal under the penalty provided in the preceding paragraph.

SEC. 3. When a fireman is called and not used he will be allowed regular rates per hour for all time held, with a minimum of 3 hours, and not lose his turn.

SEC. 4. Firemen used as pilots will receive rate of pay of engineers.

SEC. 5. Firemen deadheading under orders on freight train will be allowed full pay, on passenger trains one-half pay of the service for which he is called or used.

SEC. 6. Road firemen doubling hills will be allowed actual mileage at the rate per mile paid on that train, 10 miles to constitute the minimum. When an engine is cut off to assist another train, this will be considered a double.

SEC. 7. Crews on through freight trains who pick up or set off at three or more places on straightaway trip, or two or more places on turn-around trip, will be paid local or pick-up rates for the trip, bad order cars do not count under this rule, changing tonnage to meet grade conditions not to be counted.

SEC. 8. Firemen acting as witnesses or attending court under instructions of an official of the company will be allowed the same amount they would have received on their run provided any time is lost and will be paid their actual expenses.

SEC. 9. The seniority of firemen will be dated from the time called after they accept employment as firemen with the company.

SEC. 10. On or before the 1st of January each year a seniority list of firemen shall be renewed and posted at all round-houses.

SEC. 5. Firemen deadheading under orders will receive one-half their regular rates. An employee who, for reasons of his own, quits work during a day or trip, and the employee who relieves him shall each be paid actual time.

SEC. 6. When firemen are required to double hills or cut off engine to assist another train, they shall be allowed actual miles at the rate per mile paid on their trains, with overtime based on the total mileage made at the regular miles per hour basis when it accrues.

SEC. 8. Employees held off duty by the company to attend court will be paid for the time lost at the regular rate for their respective class of service, and in addition, their hotel bills will be paid while held away from home, and such employees will assign their court fees and mileage certificates to the company.

When held out of service to attend an investigation, they shall be paid for actual time lost, but no traveling or other expense shall be allowed. No time will be allowed for attending the investigation if any member of their crew is found to be at fault.

SEC. 9. The seniority of firemen will be dated from the time called after they accept employment as firemen with the company.

SEC. 10. A record will be kept showing the age of employees in service and lists will be posted on Gassaway bulletin board. In making promotions, qualifications will govern; that is, record, ability, and seniority. The seniority lists as now published shall govern, and the rights of employees shall extend over the entire run.

Regular runs will be assigned, preference being given to the senior men who are qualified. When a regular run becomes vacant, it will be advertised and will be given to the oldest qualified employee in that branch of the service applying for it. And in case the senior man declines a run, he shall not be entitled to claim it later until it becomes again vacant, or until there is a change in runs or conditions. But a senior man who declines a run does not thereby lose his seniority rights except as to that run, and under the conditions then existing, and providing a qualified man in service is available who desires the run.

SEC. 11. Firemen will be promoted in accordance with their seniority and if they fail to pass the first examination they will be given a second, and if they fail on the second they will be given a third, provided the three examinations are taken during a period of nine months; should they fail on the third examination, they will be dropped to the bottom of the list. A fireman refusing to take examination as set forth above will lose all rights and become the youngest man on the district at that time. All firemen passing examination will receive a certificate of promotion from the proper official.

SEC. 12. Any fireman having three years actual experience and able to pass all reasonable examinations will be promoted in their order of seniority in preference to employing engineers. In the event of a reduction in staff employed engineers will drop behind the last fireman hired previous to engineer being employed.

SEC. 13. Firemen passing their first reasonable examination will hold seniority as engineers in relation to each other as they did as fireman. Those who fail on their first examination will stand first in next class promoted.

SEC. 14. Extra firemen shall run first in and first out. When an extra fireman gets an extra run or engine he shall hold such run or engine until the regular man returns, if his services are satisfactory.

SEC. 15. Any fireman refusing a run or engine vacant or open to his choice by reason of his seniority rights forfeits thereby no seniority rights, but can not thereafter claim the run or engine refused except in case of its being again vacant or in case he is thereafter deprived of a run which he holds. New and vacant runs to be advertised; application must be made within 10 days. A man being absent on account of sickness, suspension, or a leave of absence, if entitled to same, may claim and have the run or engine on his return. When a run is lengthened or shortened 20 miles or more or the home terminal is changed it shall be considered a new run and be advertised.

Firemen assigned to regular runs shall run the same regardless of engines.

SEC. 16. Firemen who become eligible for promotion and through no fault of their own are not examined and promoted will rank as engineers ahead of men who are employed as engineers between the time the fireman becomes eligible and the time he is promoted. It will be understood

SEC. 11. Firemen will be promoted in accordance with their seniority when their experience, ability, and record so admits. Those who decline to accept promotion or fail to pass the necessary examinations, as hereinafter provided, will go to the foot of the list or may be placed on the extra list, or may be dropped from the service. If a fireman fails in the second examination, he will be given another examination if he so requests in writing within six months.

SEC. 12. Any fireman having three years actual experience and able to pass all reasonable examinations will be promoted in their order of seniority in preference to employing engineers. In the event of a reduction in staff employed engineers will drop behind the last fireman hired previous to engineer being employed.

SEC. 13. Firemen passing their first reasonable examination will hold seniority as engineers in relation to each other as they did as firemen. Those who fail on their first examination will stand first in next class promoted.

SEC. 14. Firemen not assigned to regular runs will be run first in first out.

Extra firemen will run first in first out. When an extra fireman gets an extra run or engine he shall hold same until the return of the regular man, except as follows:

When a preferred freight or passenger run is vacant five days or less the first man out on extra board will be called. After five days the senior freight fireman will then take the run if he desires.

that firemen are eligible for promotion after three years actual experience in service as a fireman.

SEC. 17. No fireman shall be suspended or dismissed in serious cases except temporarily pending investigation, without a fair and impartial trial. All parties interested must be present at the investigation, but witnesses may be examined separately, and in the event of conflicting testimony those whose evidence conflicts will be brought together. The trial must be held within seven days and the fireman advised of the decision. He shall not be suspended pending trial for minor offenses. In case he is unjustly suspended, he shall be paid for the time lost. He shall have the right to appeal to the general officers, and in all cases may be represented by two members of the committee.

SEC. 18. Firemen will be exempted from scouring all brass, painting front ends and stacks, and wiping off their engines. They will, however, keep their cabs inside and out in a creditable condition.

SEC. 19. Firemen will be relieved of cleaning fire and ash pans and sparking out front ends at terminals where hostlers are employed.

SEC. 20. At terminals all fixed lights to be cleaned and ready for use, and all supplies and tools to be taken off and placed on engine, except double-crewed yard engines. This does not relieve firemen from seeing that all supplies are on engines before going out on their trip. Firemen, however, will not be held responsible for faulty condition of same.

SEC. 21. Firemen will be exempted from throwing switches when accompanied by train crew.

SEC. 22. Engines running light over road except regular helper engines will be furnished with a flagman when possible.

SEC. 23. Suitable protection against the weather will be placed on all engines during the winter months. Coolers will be furnished from May 1 to October 1, and ice supplied where obtainable.

SEC. 24. Except in cases of emergency, where directed by the engineer, firemen will not be required to couple or uncouple engines, cut air hose, steam hose, or safety chains.

SEC. 17. No fireman shall be suspended or dismissed in serious cases except temporarily pending investigation, without a fair and impartial trial. All parties interested must be present at the investigation, but witness may be examined separately, and in the event of conflicting testimony those whose evidence conflicts will be brought together.

The trial must be held within seven days and the fireman advised of the decision. He shall not be suspended pending trial for minor offenses. In case he is unjustly suspended, he shall be paid for the time lost. He shall have the right within 30 days to appeal to the general officers, and in all cases may be represented by two members of the committee.

SEC. 18. Firemen will be required to keep their engine cabs clean inside and out, but will not be required to scour brass, paint front ends and stacks, and wipe off engines.

SEC. 19. Firemen will be relieved of cleaning fire and ash pans and sparking out front ends at terminals where hostlers are employed.

SEC. 21. Firemen will not be required to throw switches when accompanied by train crew, except in emergency.

SEC. 22. Engines running light over road except regular helper engines will be furnished with a flagman, when possible.

SEC. 23. Suitable protection against the weather will be placed on all engines during the winter months. Coolers will be furnished and ice supplied from May 1 to October 1, where obtainable.

SEC. 24. Except in cases of emergency, firemen will not be required to couple or uncouple engines, cut air hose, steam hose, or safety chains.

SEC. 25. In case of a passenger transfer, the crew will transfer and proceed. In case passenger engine is disabled, the passenger fireman will take the relief engine and proceed with the train.

SEC. 26. If requested, a clearance or service letter will be given an employee leaving the service, stating date entering and date leaving service, and cause of leaving.

SEC. 27. Leave of absence for 30 days or more, when granted, will be given only in writing and for a period not to exceed six months, except in case of sickness, and an employee on leave of absence must keep the officer issuing same advised of his address, and is subject to recall, except in case of sickness, upon 20 days' notice.

SEC. 28. An employee accepting official position with the company or temporary position in the shops or other class of service shall retain his rights on the road, providing he requests and receives a letter to that effect.

APPLICATION OF THE 16-HOUR LAW.

The requests of the employees and the award of the board of arbitration with respect to rules governing the application of the 16-hour law were the same in the case of locomotive firemen as were shown for locomotive engineers above.

PASSENGER SERVICE.

REQUESTS OF CONDUCTORS AND TRAINMEN.

Passenger trainmen will be paid as follows:

	Per mile.
Conductors.....	\$0. 0268
Baggagemen.....	. 0155
Brakemen.....	. 0150

Regular assigned trainmen in passenger service who are ready for service the entire month, and who do not lay off of their own accord, will receive the following monthly guaranty:

Conductors.....	\$125
Baggagemen.....	75
Brakemen.....	70

exclusive of overtime; and the minimum mileage allowance and pay for each day used will be as follows:

Conductors, not less than.....	\$4. 20
Baggagemen, not less than.....	2. 75
Brakemen, not less than.....	2. 55

exclusive of overtime.

On turn-around runs, no single trip of which exceeds 80 miles, overtime will be paid for all time actually on duty, or held for duty in excess of 8 hours (computed on each run from the time required to report for duty to end of that run) within 12 consecutive hours; and also for all time in excess of 12 consecutive hours computed continuously from time of first required to report to final release at end of run. All other passenger train employees will be paid overtime on the basis of 20 miles per hour, computed from the time required to report for duty until released, and separately for each part of a round-trip run.

AWARD OF THE BOARD OF ARBITRATION.

Passenger trainmen will be paid on the following trip basis:

Charleston-Elkins:	
Conductors.....	\$4. 10
Baggagemen and expressmen.....	2. 70
Brakemen and flagmen.....	2. 45

Overtime after 8 hours and 48 minutes. Gassaway-Roaring Creek Junction and return, including Coalton trips:

Conductors.....	\$4. 10
Baggagemen and expressmen.....	2. 70
Brakemen and flagmen.....	2. 45

Overtime after 4 hours and 15 minutes in each direction.

Gassaway-Charleston and return, including round trip, Sutton Branch:

Conductors.....	\$4. 50
Baggagemen and expressmen.....	2. 95
Brakemen and flagmen.....	2. 70

Overtime on the run Gassaway to Charleston after 4 hours and 36 minutes; Charleston to Gassaway via Sutton, after 5 hours and 15 minutes. One hour extra will be allowed for turning train at Charleston.

The minimum daily allowance for each day used, exclusive of overtime, will be as follows:

Conductors.....	\$4. 10
Baggagemen and expressmen.....	2. 70
Brakemen and flagmen.....	2. 45

Ten hours or less to constitute a day's work.

The working time of trainmen will begin at the time train is scheduled to

Overtime in passenger-train service will not commence until after the expiration of 30 minutes in addition thereto, the 30 minutes to be reckoned as one hour, at the following rates:

	Per hour.
Conductors.....	\$0. 42
Baggagemen.....	. 25
Brakemen.....	. 24

Regular assigned passenger trainmen called for service before and in addition to their regular run before trips, or before registering off duty, will be paid as follows:

Conductors:	
1 hour or less.....	\$0. 42
Over 1 hour and 5 hours or less.....	2. 10
Over 5 hours or less than 10 hours.....	4. 20
Baggagemen:	
1 hour or less.....	. 24
Over 1 hour and 5 hours or less.....	1. 20
Over 5 hours or less than 10 hours.....	2. 65
Brakemen:	
1 hour or less.....	. 24
Over 1 hour and 5 hours or less.....	1. 20
Over 5 hours or less than 10 hours.....	2. 55

Service in excess of 100 miles will not be considered emergency work as in the meaning of this rule.

Reductions in crews or increases of mileage in passenger train service from assignment in effect May 31, 1910, will not be made for the purpose of offsetting these increases in wages. This, however, is not to be understood as preventing readjustment of runs in short turn-around service that are paid under minimum rules for the purpose of avoiding payment of excess mileage or overtime that would accrue under these rules without reducing the number of crews, nor is it to be understood as preventing the addition of mileage to runs as new trains are added to the time-table.

Through and irregular freight service will be paid as follows:

	Per mile.
Conductors.....	\$0. 0363
Flagmen.....	. 02525
Brakemen.....	. 0242

Runs of 100 miles or less, either straight-away or turn around, will be paid for 100 miles.

Crews in all freight service may be assigned to turn-around service out of terminals, regardless of the first-in-first-

leave and will continue until relieved from duty at end of run. In computing overtime, less than 30 minutes will not be counted. Thirty minutes, and less than one hour, will be counted one hour.

All passenger overtime to be paid at the following rates per hour:

Conductors.....	\$0. 41
Baggagemen and expressmen.....	. 27
Brakemen and flagmen.....	. 245

All excursion service and other special passenger trips not provided for above will be paid on the basis of the minimum rates and overtime herein contained.

Passenger trainmen regularly assigned and called for emergency service before or in addition to their regular run before trips or before registering off duty will be paid for such service on hourly basis at regular overtime rates. If over five hours are used in such service, they will be paid the minimum daily passenger rates and overtime if earned.

Freight and mixed service will be paid as follows:

	Per mile.
Conductors.....	\$0. 0355
Flagmen.....	. 0255
Brakemen.....	. 0240

Runs of 100 miles or less, either straight-away or turn around, will be paid for 100 miles.

out rule, until 100 miles or 10 hours have been made.

Local freight, mixed train, pick-up, and drop-service men will be paid as follows:

	Per day.
Conductors.....	\$3. 975
Flagmen.....	2. 80
Brakemen.....	2. 70

Mileage in excess of 100 miles in any day will be paid for in addition pro rata. Trainmen on traveling switchers will be paid local pick-up rates.

In all freight and mixed-train service, including mine runs, and pusher or helper service, 100 miles or less, or 10 hours or less, will constitute a day's work; that on runs of 100 miles or less overtime will be paid for time in excess of 10 hours, and on runs of over 100 miles overtime will be paid for the time used in excess of the time necessary to complete the trip, at an average speed of 10 miles per hour. The working time of the men will begin at the time they are required to report for duty and do so report, and will continue until they are relieved from duty at the end of the run.

Overtime will not commence until after expiration of 30 minutes in addition thereto, the 30 minutes to be reckoned as one hour for the class of service performed.

Work, construction, or wrecking trains to be paid through freight rates, 100 miles or less, 10 hours or less, to constitute a day's work, and overtime pro rata.

Trainmen deadheading under order on freight trains will receive full freight-train rates, and on passenger train, one-half their regular rates. Trainmen running with light engine, or engine and caboose will be paid full through freight rates.

Yard service:

	Per hour.
Conductors—	
Day.....	\$0. 35
Night.....	. 37
Brakemen—	
Day.....	. 32
Night.....	. 34

Ten hours or less to constitute a day's work. Overtime will not commence until after the expiration of 30 minutes in addition thereto, the 30 minutes to be

In all freight and mixed-train service, including mine runs, and pusher or helper service, 100 miles or less, or 10 hours or less, will constitute a day's work; that on runs of 100 miles or less overtime will be paid for time in excess of 10 hours, and on runs of over 100 miles overtime will be paid for the time used in excess of the time necessary to complete the trip, at an average speed of 10 miles per hour. The working time of the men will begin at the time they are scheduled to leave or time called to leave initial terminal, unless they leave earlier, and will continue until they are relieved from duty at the end of the run.

Overtime will not commence until after expiration of 30 minutes in addition thereto, the 30 minutes to be reckoned as one hour.

Crews in all freight service may be assigned to turn-around service out of terminals regardless of the first-in-first-out rule until 100 miles or 10 hours have been made.

Work on construction trains to be paid through freight rates, 100 miles or less, 10 hours or less, to constitute a day's work, and overtime pro rata.

Wrecking trains will be paid actual mileage at freight rates to and from the wreck, and the hourly overtime rate while working at wreck.

Trainmen deadheading under orders will receive one-half their regular rates. Trainmen running with light engine, or engine and caboose will be paid freight rates. An employee quitting work for reasons of his own during a day or trip and the employee relieving him each will be paid for actual time.

Yard service:¹

	Per hour.
Conductors.....	\$0. 32
Brakemen.....	. 25

Ten hours or less to constitute a day's work and be paid for as 10 hours. If worked more than 10 hours, additional hours will be paid for at the regular

¹ Includes service on Sutton Branch performed by Gasaway yard crew.

reckoned as one hour. Yardmen will report for duty at 7 a. m. and 7 p. m., unless the exigencies of the service require other hours.

GENERAL YARD RULES.

SEC. I. The rules in the trainmen's schedule shall govern yardmen where they apply.

SEC. II. Where conditions will permit, the established time for day and night yardmen to start work shall be 7 a. m. and 7 p. m., respectively.

SEC. III. Engines started at other times than between 7 a. m. and 11 a. m. will be paid night rates.

SEC. IV. In yard service 10 hours or less to constitute a day. Overtime will be allowed after 10 hours.

SEC. V. One hour will be allowed without pay for meals, commencing between 11.30 and 12.30. If not relieved until 12.30, 30 minutes will be allowed for meals, and the hour paid for.

SEC. VI. All engines working in yard or transfer shall be equipped with a headlight, footboard, and grab iron on front and rear. Any engine temporarily assigned to such service shall be so equipped at the first opportunity.

SEC. VII. Yardmen will not be required to chain up cars, couple or uncouple air hose in yards or on repair tracks where car repairers are available.

This agreement shall remain in effect until revised or abrogated, of which intention 30 days written notice shall be given.

This agreement not to operate to reduce the compensation now paid for any service under the pay schedule.

hourly rate. Less than 30 minutes will not be paid for. Thirty minutes and less than one hour will be reckoned as one hour.

Yardmen will report for day duty at 7 a. m. and for night duty at 7 p. m., unless the exigencies of the service require other hours.

Yard conductors and brakemen shall be allowed one hour for meals between 11.30 and 1.30 for day and night service, and when not relieved between these hours shall be allowed 30 minutes for meals and be paid one hour overtime, and will not be required to remain on duty over six hours without a meal.

The meal hour of crews working "split tricks" will be arranged between the company and the employees affected to suit the local operating conditions and the convenience of the employees; provided, however, that a definite time will be fixed within which employees will be given their meal under the penalty provided in the preceding paragraph.

APPLICATION OF 16-HOUR LAW.

The requests of the employees and the award of the board of arbitration with respect to rules governing the application of the 16-hour law were the same in the case of conductors and trainmen as were shown for locomotive engineers above, with the exception of article (g), as follows:

(g) Employees in train service tied up in obedience of law will not be required to watch or care for engines or perform other duties during the time tied up.

(g) If an employee in train service is required to watch or care for engine or train or perform other duties during the time tied up, he will be paid for such service at regular overtime rates.

GENERAL RULES FOR TRAINMEN.

SECTION 1. Qualifications being equal, seniority shall prevail. All runs and permanent vacancies in assigned service will be advertised on a bulletin board for 10 days, and at the expiration of that time given the oldest employee making application in writing. Trainmen being disqualified for runs will be given the reason or reasons therefor, in writing, upon request. Failing to make application for a run will not affect seniority except where promotion is involved.

SECTION 1. A record will be kept showing the age of employees in service and lists will be posted on Gassaway bulletin board. In making promotions, qualifications will govern; that is, record, ability, and seniority. The seniority lists as now published shall govern. The rights of employees shall extend over the entire road.

Regular runs will be assigned, preference being given to senior men who are qualified. When a regular run becomes

SEC. 2. Brakemen shall rank from the time they make their first trip for pay. Conductors will be promoted from the ranks of brakemen, and no conductor will be employed when there are men eligible and qualified for promotion. They shall be given 15 days notice to prepare for examination for promotion. If they fail upon the first examination, a second shall be given within 30 days.

SEC. 3. A roster of trainmen will be posted in a conspicuous place in the yard office at terminal, and will be corrected semiannually.

SEC. 4. Employees will not be disciplined without proper investigation being made, but may be suspended pending an investigation, which shall be held within five days after suspension. They may, if they desire to, choose some conductor, trainman, or yardman to represent them at the investigation. The suspended employee may, if he so desires, be present and hear all the evidence in his case for which he is held out of service. Any actual witness of the occurrence, except discharged employees, may be heard at the investigation. Indefinite suspension shall not be applied as discipline. Record of men who have been suspended from train service and found blameless will remain as previous thereto, and they will be paid full time for time lost, at their regular rate of pay. Men taken out of service will be notified of the cause and length of suspension inside of 72 hours after the investigation is completed.

SEC. 5. The management accords to any trainman who thinks he has been unjustly dealt with the right to be represented by a committee of adjustment, who shall be given an audience by the proper official.

SEC. 6. Trainmen discharged from the service of the company will forfeit their seniority, unless reinstated within one year. A trainman leaving the service of his own accord forfeits seniority. A trainman may be given a furlough of six months, and at the end of that time, upon making application to his proper officer, resume his employment without losing his seniority.

vacant it will be advertised and will be given to the oldest qualified employee in that branch of the service applying for it. And in case the senior man declines a run he shall not be entitled to claim it later until it again becomes vacant, or until there is a change in runs or conditions. But a senior man who declines a run does not thereby lose his seniority rights except as to that run, and under the conditions then existing, and providing a qualified man in service is available who desires the run.

SEC. 2. The seniority standing of brakemen, flagmen, and baggagemen shall date from the time they make their first trip for pay. Conductors will be promoted from the ranks of trainmen, and no conductor will be employed when there are men eligible and qualified for promotion. Candidates for promotion shall be given 15 days to prepare for examination. If they fail upon the first examination, a second shall be given within 30 days.

SEC. 4. Trainmen will not be disciplined without proper investigation being made, but may be suspended pending an investigation, which shall be held within five days after suspension. They may choose a conductor, trainman, or yardman to represent them at the investigation. The suspended employee may be present and hear all the evidence in his case for which he is held out of service. Any actual witness of the occurrence, except discharged employees, may be heard at the investigation. Indefinite suspension shall not be applied as discipline. Record of men who have been suspended from train service and found blameless will remain as previous thereto, and they will be paid full time lost, at their regular rate of pay. Trainmen taken out of service will be notified of the cause and length of suspension inside of 72 hours after the investigation is completed.

SEC. 5. The management accords to any trainman who thinks he has been unjustly dealt with the right to be represented by a committee of employees, who shall be given an audience by the proper official.

SEC. 6. An employee dismissed for cause may be reinstated if application for same is made in writing within six months of the date of such dismissal.

Leave of absence for 30 days or more, when granted, will be given only in writing and for a period not to exceed six months, except in case of sickness, and an employee on leave of absence must keep the officer issuing same advised of

SEC. 7. All pilots will receive conductor's pay.

SEC. 8. Through-freight crews, who pick up or set off at three or more places on straightaway trip, or two or more places on a turn-around trip, will be paid local rates for the trip. Bad-order cars not to count under this rule. Change in tonnage to meet grade conditions not to be counted.

SEC. 9. Trainmen doubling hills shall be paid actual mileage at the rate per mile paid on that train, 10 miles to constitute the minimum; said allowance independent of all other time made on the trip.

SEC. 10. Trainmen summoned as witnesses for the company in the courts or similar service shall receive their stated rate of wages if any time is lost while in attendance, and their necessary traveling and hotel expenses. When summoned by the company to attend an investigation, they shall be paid for actual time lost in attending to the investigation, but no traveling expenses.

SEC. 11. So far as practicable, crews will be run so as to give them their lay-over at the terminal at which they reside.

SEC. 12. Trainmen will be notified in writing when time is not allowed as per time slip and reason for nonallowance given.

SEC. 13. All train crews shall be provided with a coach, caboose, or combination car attached to the rear of train, except in emergency cases.

SEC. 14. Trainmen will not be required to turn, sand, or coal engines at terminals or intermediate points where hostlers are employed, except in cases of emergencies. Trainmen required to coal up engines by hand will be allowed a minimum of one hour for each engine coaled; said allowance independent of all other time made on the trip.

SEC. 15. No fines shall be imposed.

SEC. 16. Effort will be made to furnish employment suitable to their capacity to men who are injured while in the discharge of their duty.

SEC. 17. All trainmen, except those holding regular runs, will run first in first out.

SEC. 18. Trainmen required to change their runs and by the change obliged to move, family and household goods will be moved free of charge on application to the superintendent.

his address and is subject to recall, except in case of sickness, upon 20 days' notice.

SEC. 7. All pilots will receive conductor's pay.

SEC. 9. Trainmen doubling hills shall be paid actual mileage at the rate per mile paid on their train, with overtime based on the total mileage made at the regular miles per hour basis when it accrues.

SEC. 10. Employees held off duty by the company to attend court will be paid for time lost at the regular rate for their respective class of service and in addition their hotel expenses will be paid while held away from home; and such employees will assign their court fees and mileage certificates to the company.

When held out of service to attend an investigation, they shall be paid for actual time lost but no traveling or other expense shall be allowed. No time will be allowed for attending the investigation if any member of their crew is found to be at fault.

SEC. 11. So far as practicable, crews will be run so as to give them their lay-over at the terminal at which they reside.

SEC. 12. Trainmen will be notified in writing when time is not allowed as per time slip and the reason therefor.

SEC. 13. All train crews shall be provided with a coach, caboose, or combination car attached to the rear of train, except in emergency cases.

SEC. 14. Trainmen will not be required to sand or coal engines at terminal or intermediate points where hostlers are on duty, nor to turn engines except on Y, except in case of emergency; trainmen required to coal up engines by hand will be allowed the time consumed, with a minimum of one hour for each engine coaled, at regular overtime rates, said allowance to be independent of all other time made on the trip.

SEC. 15. No fines shall be imposed.

SEC. 16. Effort will be made to furnish employment suitable to their capacity to men who are injured while in the discharge of their duty.

SEC. 17. All trainmen, except those holding regular runs, will run first in first out.

SEC. 18. Trainmen required to change their runs and by the change are obliged to move their family and household goods will be moved free of charge on application to the superintendent.

SEC. 19. When trainmen are called and not used they will be allowed regular rate per hour for all time held, with a minimum of three hours and not lose their turn.

SEC. 20. When a train crew is run around at terminal they shall receive 100 miles for each run around. Extra men when run around will receive the same as though they had gone out on trip they stood for. Trainmen run around will go to the foot of the list.

SEC. 21. So far as possible, each conductor will at all times be provided with at least one experienced brakeman, and on trains where there are three brakemen assigned to each crew, at least two of them will be experienced men.

SEC. 22. Instructions relative to the movement of trains or the disposition of cars between terminals will be given trainmen in writing.

SEC. 23. Passenger crews at terminal stations where shifting crews, hostlers, or car inspectors are located will not be required to cut or couple hose, shift trains, or turn engine, except to turn train on Y when necessary.

SEC. 19. When trainmen are called and not used they will be allowed regular rate per hour for all time held with a minimum of three hours and not lose their turn.

SEC. 21. So far as possible, each conductor will at all times be provided with at least one experienced brakeman, and on trains where there are three brakemen assigned to each crew, at least two of them will be experienced men.

SEC. 22. Instructions relative to the movement of trains or the disposition of cars between terminals will be given trainmen in writing.

GENERAL YARD RULES.

SEC. 6. All engines working in yard or transfer shall be equipped with a headlight, footboard, and grab iron on front and rear. Any engine temporarily assigned to such service shall be so equipped at the first opportunity.

SEC. 7. Yardmen will not be required to chain up cars, couple or uncouple air hose in yards or on repair tracks where car repairers are available.

This agreement shall remain in effect until revised or abrogated, of which intention 30 days written notice shall be given.

SEC. 6. All engines in yard or transfer service shall be equipped with a headlight, footboard, and grab irons on front and rear. Any engine temporarily assigned to such service shall be so equipped at first opportunity.

SEC. 7. Yardmen will not be required to chain up cars except in case of emergency.

SEC. 8. Where callers are employed, crews will be called a reasonable time before leaving time of their trains provided they reside within 1 mile of the starting point, except crews assigned to regular runs scheduled to leave between 7 a. m. and 8.30 p. m.

SEC. 9. If requested, a clearance or service letter will be given an employee leaving the service, stating the date entering and date leaving the service and cause of leaving.

APPLICATION OF THE AWARD.

(A) RATES OF PAY.

In the series of statements which follow a comparison is made of the rates of pay of engineers, firemen, and conductors and trainmen, in effect on the Coal & Coke Railway before and after the award of the board of arbitration. The comparison is based on the official schedules governing rates of pay and working conditions before and

after the award, and is confined to the classes of service for which comparable data could be obtained from these schedules. As a result of the change in the method of fixing the payment of passenger conductors and trainmen from a monthly basis before the award to a trip basis subsequent to the award, the comparative statement in the case of these employees is confined to freight, work, wreck, and mixed train and yard service. The introduction of trip rates as a basis of compensation in passenger service, in the schedules established by the award has also precluded a presentation of the results of the arbitration with respect to the rates of pay of engineers and firemen in this branch of service. As pointed out above, however, the daily rates of pay of engineers and firemen in passenger service under the schedule in effect before the award correspond to the minimum daily allowance for each day used in this branch of service under the rates established as a result of the arbitration.

By referring to the following table it will be seen that locomotive engineers as a result of the award of the board of arbitration received an increase in rates of pay in freight and mixed train service of 7.8 per cent; in work and wreck train service, of 33.3 per cent; and in yard service, 18.3 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers, as a result of the award of the board of arbitration, effective Apr. 1, 1911.

Class of service.	Rate per day.		Increase.	
	1910	1911	Amount.	Per cent.
Freight and mixed trains.....	\$3.85	\$4.15	\$0.30	7.8
Work and wreck trains.....	3.00	4.00	1.00	33.3
Yard.....	3.00	3.55	.55	18.3

¹ Includes service on Sutton Branch performed by Gassaway yard crew.

In the case of locomotive firemen, as is shown in the following table, increases in rates of pay were secured, as a result of the arbitration award, amounting in freight and mixed train service to 8.3 per cent, in work and wreck train service to 20 per cent, and in yard service to 15 per cent.

Amount and per cent of increase in rates of pay of locomotive firemen, as a result of the award of the board of arbitration, effective Apr. 1, 1911.

Class of service.	Rate per day.		Increase.	
	1910	1911	Amount.	Per cent.
Freight and mixed trains.....	\$2.40	\$2.60	\$0.20	8.3
Work and wreck trains.....	2.00	2.40	.40	20.0
Yard.....	2.00	2.30	.30	15.0

¹ Includes service on Sutton Branch performed by Gassaway yard crew.

As a result of the arbitration award, conductors received increases in rates of pay ranging from 7.6 per cent in freight and mixed train service, to 14.3 per cent in yard service and 26.8 per cent in work and wreck train service. The rates of pay of flagmen were advanced 6.3 per cent in freight and mixed train service, and 27.5 per cent in

work and wreck train service. Brakemen in freight and mixed train service were advanced 9.1 per cent, in work and wreck train service 20 per cent, and in yard service 25 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration.

Class of service.	Rate per day.		Increase.	
	1910	1911	Amount.	Per cent.
Freight and mixed train:				
Conductors.....	\$3. 30	\$3. 55	\$0. 25	7. 6
Flagmen.....	2. 40	2. 55	. 15	6. 3
Brakemen.....	2. 20	2. 40	. 20	9. 1
Work train:				
Conductors.....	2. 80	3. 55	. 75	26. 8
Flagmen.....	2. 00	2. 55	. 55	27. 5
Brakemen.....	2. 00	2. 40	. 40	20. 0
Wreck train:				
Conductors.....	2. 80	3. 55	. 75	26. 8
Flagmen.....	2. 00	2. 55	. 55	27. 5
Brakemen.....	2. 00	2. 40	. 40	20. 0
Yard:				
Conductors.....	2. 80	13. 20	. 40	14. 3
Brakemen.....	2. 00	12. 50	. 50	25. 0

¹ Includes service on the Sutton Branch performed by Gassaway yard crew.

(B) WORKING CONDITIONS.

In connection with the wage increases awarded by the board of arbitration the structure of rules governing working conditions was enlarged by the award to include stipulations respecting conditions of employment not covered by the official schedule in effect before the arbitration. In the new schedule rules are incorporated as a result of the award governing emergency service, promotion, suspension, dismissal, or the imposition of discipline, special duties, protection against the weather, the meal hour, and special privileges. Stipulations respecting the observance of the law limiting the hours of continuous service of train crews comprise in part the new rules incorporated in the official schedule adopted as a result of the arbitration.

The concessions to the employees involved in the arbitration award with respect to suspension, dismissal, or the imposition of discipline, including the guaranty of a fair and impartial trial or investigation, right of appeal, and pay for time lost through unjust suspension, replace the rule in effect before the award which was confined to a statement that "no employee will be discharged, suspended, or demerited without good and sufficient cause."

In response to the request of the employees the basis of a day's work in freight and mixed train service was reduced from 11 hours to 10 hours or less; service of 10 hours or less in freight and mixed train, as well as in passenger service, involving a full day's pay, as compared with the preexisting rule limiting compensation for service of only 6 hours or less, to payment for time actually worked. In conformity with the award the basis of a day's work in yard, work, and wreck train service is also fixed in the new schedule at 10 hours or less, as contrasted with payment at hourly rates for time actually worked, under the rule in effect before the arbitration.

XIV.

RAILROADS IN EASTERN TERRITORY AND BROTHERHOOD OF LOCOMOTIVE ENGINEERS: 1912.

THE ENGINEERS' ARBITRATION IN EASTERN TERRITORY IN 1912.

Early in the year 1912 the Brotherhood of Locomotive Engineers, on behalf of the engineers employed on 52 railroads in the eastern section of the United States, presented a concerted request to the management of these railroads for a general increase in wages and for certain modifications in the rules governing their employment.

The railroads which entered into the concerted movement were as follows:

Baltimore & Ohio Railroad.	Lake Erie, Alliance & Wheeling Railroad.
Bessemer & Lake Erie Railroad.	Lake Shore & Michigan Southern Rail- way.
Boston & Albany Railroad.	Lehigh Valley Railroad.
Boston & Maine Railroad.	Long Island Railroad.
Buffalo, Rochester & Pittsburgh Railway.	Maine Central Railroad.
Buffalo & Susquehanna Railway.	Michigan Central Railroad.
Central New England Railway.	New York Central & Hudson River Rail- road.
Chicago, Indianapolis & Louisville Rail- way.	New York, Chicago & St. Louis Railroad.
Chicago, Terre Haute & Southeastern Railway.	New York, New Haven & Hartford Rail- road.
Chicago, Indiana & Southern Railroad.	New York, Ontario & Western Railway.
Cincinnati Northern Railroad.	New York, Philadelphia & Norfolk Rail- road.
Cincinnati, Hamilton & Dayton Railway.	New York, Susquehanna & Western Railroad.
Cleveland, Cincinnati, Chicago & St. Louis Railway.	New Jersey & New York Railroad.
Coal & Coke Railway.	Pennsylvania Lines—East.
Delaware & Hudson Co.	Pennsylvania Lines—West.
Delaware, Lackawanna & Western Rail- road.	Pere Marquette Railroad.
Detroit, Toledo & Ironton Railroad.	Pittsburgh & Lake Erie Railroad.
Dunkirk, Allegheny Valley & Pittsburgh Railroad.	Philadelphia & Reading Railway.
Dayton & Union Railroad.	Toledo & Ohio Central Railway.
Erie Railroad.	Toledo, St. Louis & Western Railroad.
Grand Rapids & Indiana Railway.	Vandalia Lines.
Hocking Valley Railway.	Western Maryland Railway.
Indiana Harbor Belt Railroad.	Wheeling & Lake Erie Railroad.
Indianapolis Union Railway.	West Side Belt Line.
Kanawha & Michigan Railway.	Wabash Pittsburgh Terminal Railway.
Lake Erie & Western Railroad.	Zanesville & Western Railway.

This concerted movement resulted in conferences held in New York City on March 14, 15, and 25 between representatives of the Brotherhood of Locomotive Engineers and a conference committee of managers representing the railroads. At the last of these conferences the representatives of the railroads declined to grant the requests of the engineers either in whole or in part. This refusal led to a strike vote among the engineers upon the roads concerned, 93.3 per cent

of the engineers voting in favor of a strike provided a satisfactory settlement could not otherwise be made.

In the hope that some means might be found to adjust the matters in dispute without resort to a strike, Martin A. Knapp, presiding judge of the United States Commerce Court, and Chas. P. Neill, United States Commissioner of Labor, tendered their friendly offices to the contending parties. This they did under the terms of the Federal law commonly known as the Erdman Act. Their attempt, however, to settle the difficulty by means of mediation failed, and thereupon they undertook to bring about a settlement of the differences by arbitration proceedings.

Both sides to the controversy agreed to the principle of arbitration, but they would not accept arbitration under the provisions of the Erdman Act. In consultation with Judge Knapp and Commissioner Neill, it was arranged that the questions at issue be submitted to a board of arbitration consisting of seven members, one to be named by the railroads, one by the engineers, and these two to agree upon five others. It was furthermore arranged that if the first two arbitrators should not be able to agree upon the five others within a period of 15 days after their own appointment, these five were to be selected by a committee consisting of the Chief Justice of the United States, the presiding judge of the Commerce Court, and the Commissioner of Labor.

The railroads selected as their representative Daniel Willard, president of the Baltimore & Ohio Railroad, and the Brotherhood of Locomotive Engineers selected as their representative P. H. Morrissey, former grand master of the Brotherhood of Railroad Trainmen. These two failed to reach an agreement within the allotted time on the other five members to constitute the board. They agreed, however, to a list of names from which they were willing that the other arbitrators should be selected, and from this list the committee named appointed the other five members of the board. The five named by this committee were Oscar S. Straus, of New York City; Dr. Chas. R. Van Hise, of Madison, Wis.; Frederick N. Judson, of St. Louis, Mo.; Dr. Albert Shaw, of New York City, and Otto M. Eidlitz, of New York City, who, together with the two arbitrators selected by the respective parties to this controversy, constituted the board of arbitration provided for in the agreement referred to.

It was also provided in this agreement that a majority of the members of this board should be competent to make a valid and binding award, and each of the parties pledged itself to accept and abide by the award rendered for the period of one year from its effective date, and thereafter subject to the usual 30 days notice. It was also stipulated that the necessary expenses of the board, including the compensation and expenses of its members, stenographers' fees, and all other expenses should be divided equally between the parties to the proceeding.

It was agreed that the matters in dispute to be submitted to the board for decision should be the requests of the engineers which had been submitted by them to said railroads. These requests were as follows:

REQUESTS SUBMITTED TO ARBITRATION.

Passenger rates.—Engines with cylinders of 20 inches or less in diameter, \$4.40 per 100 miles or less. Engines with cylinders over 20 inches in diameter, \$4.60 per 100 miles or less. Miles made in excess of 100, pro rata.

Overtime in through passenger service to be computed on a basis of 20 miles per hour. Overtime will be paid for at 70 cents per hour.

Electric service.—Whenever electric service is installed or now in operation locomotive engineers will take the positions on electric locomotives or multiple-unit trains under the prevailing schedules governing rates of pay and conditions in steam service. Any change from steam to electricity or other motive power in any form at any point on the system, such power will be manned by engineers and paid according to the service for the territory affected, or where electric or multiple-unit trains enter upon steam tracks or tracks formerly operated by steam or where trackage rights are leased to holding companies they shall be operated by engineers operating steam trains on said tracks.

Freight rates.—Engines with cylinders of 20 inches in diameter or less, \$5.25. Engines with cylinders over 20 inches in diameter and less than 24 inches in diameter, \$5.50. Engines with cylinders over 24 inches, except Mallets, \$5.75. Mallet type of engines, \$7.

One hundred miles or less, 10 hours or less, to constitute a day's work. All over 100 miles to be paid pro rata. Overtime to be computed on a basis of 10 miles per hour and paid for pro rata. Through freight rates to apply to all mine runs, work, wreck, pusher or helper, milk, roustabout, and circus trains, according to class of engines. Overtime to be computed on minute basis.

Engineers will be paid at overtime rate for all time over 15 hours held at other than their home terminal.

Twenty five cents per 100 miles or less additional to be added to through freight rates for local freight service according to class of engines.

Switching service.—Rates for engines in switching service, \$4.50 per day. Ten hours or less to constitute a day's work. All over 10 hours to be paid for pro rata. Overtime to be computed on minute basis.

Belt-line service.—Engineers in belt-line service will be paid \$5 per day, 10 hours or less to constitute a day. All over 10 hours, 50 cents per hour. Overtime to be computed on minute basis.

Engineers of single-crewed yard and belt-line engines will report for duty at the appointed time and will receive one-half hour's pay in addition to the regular day's pay for reporting 30 minutes in advance of the commencement of the day's work. In case of double-crewed engines, if engineers do not relieve each other at the appointed time and the engineer of the next crew is required to prepare his engine, 30 minutes' pay will be allowed for same.

Beginning and ending of a day.—In all classes of road service an engineer's time will commence 30 minutes before leaving roundhouse or designated track and will conclude at the time the engine is placed on the designated track or relieved by hostler at terminal.

Initial terminal delay.—When delayed within the terminal as much as one hour beyond the time set to leave, engineers will be paid one

hour's overtime at overtime rates, according to class of engine, 1 hour and 30 minutes to constitute 2 hours, etc. If road overtime is made on same trip, initial overtime will be deducted.

Final terminal delay.—Final terminal delay will be paid for at the end of the trip when delayed more than 30 minutes between yard-limit boards governing yard to which train is to be delivered and the point of final relief, and to be paid for at the overtime rate, according to class of engine, on the minute basis.

Hours-of-service law—Amendment of section E of the application of the 16-hour law.—Engineers in train service tied up under the law will be paid continuous time from initial point to tie-up point. When they resume duty on a continuous trip they will be paid from the tie-up point to the next tie-up point or to the terminal on the basis of a minimum day. It is understood that this does not permit running engines through terminals or around other crews at terminals unless such practice is permitted under the pay schedule.

It is understood that existing rates of pay or better working conditions shall not be reduced by the rates or rules hereby agreed upon, nor shall general committees of adjustment be debarred from taking up with their respective managers matters not decided at this conference.

THE ARBITRATION PROCEEDINGS.

The board constituted as hereinbefore described held its first meeting in New York City on Friday, July 12. At this meeting the board organized and elected Oscar S. Straus as chairman. It was agreed that the sessions should be held at the Oriental Hotel, Manhattan Beach, N. Y., beginning July 15. The hearings occupied the following days: July 15, 16, 17, 18, 19, 22, 23, 24, 25, 26, and 27. With the exception of one day, sessions were held both in the morning and afternoon. At these sessions the engineers were represented by Warren S. Stone and M. W. Cadle. The railroads were represented by William M. Duncan, B. A. Worthington, O. E. Butterfield, Francis I. Gowen, George F. Brownell, and T. M. Kirby. The hearings were opened by a general statement of the case for the engineers by Mr. Stone and for the railroads by Mr. Worthington.

During the progress of the case 25 witnesses were called and examined and cross-examined on behalf of the engineers and 16 on behalf of the railroads. Over 80 exhibits were offered by the engineers, consisting of statements and statistical tables relating to wages, rates, accidents, etc.; copies of the prevailing wage schedules of engineers on certain western, southern, and eastern railways; blue prints and diagrams of locomotives; application blanks; books of questions and instructions for engineers and firemen; copies of rules governing railway employees; descriptive lists of signals; copies of time-tables and official bulletins with which engineers were required to be familiar, etc. On behalf of the railroads over 130 exhibits were submitted. These consisted of statistical tables, diagrams, and explanatory statements relating to the earnings and rates of pay of engineers and other railway employees; the estimated increases, both direct and collateral, in the pay rolls of the railroads that would result from granting the requests of the engineers; the financial status of the several roads involved; and their earnings and expenditures.

At the close of the testimony the case of the engineers was summed up by Mr. Stone and that of the railroads by Mr. Robbins and Mr. Duncan. Following this oral presentation briefs were submitted on behalf of the engineers by Mr. Stone and on behalf of the railroads by Mr. Duncan and Mr. Worthington.

From the date of adjournment following the hearings to September 9, the members of the board spent much time in studying the evidence and statistics, in examining the arguments submitted, and in making independent investigations. On September 9, the board met to take up the question of findings. They were engaged in this work from September 9 to 14, inclusive. After tentative findings were made a report was drawn up and submitted to all the members for their revision. After such revision the board met again, on October 28, to consider this report as a whole for final action, and continued in session upon this work until November 2, inclusive, on which date it announced its award.

Some idea of the extent of the problem presented for the consideration of the board may be gathered from the fact that the 52 railroads concerned in the arbitration had (according to Exhibit 5 submitted by the railroads) 66,876 miles of main track, as compared with 266,185 for the United States as a whole, or 25.1 per cent of the total. Their operating revenues and operating expenses (amounting, respectively, to \$1,088,968,087 and \$726,994,658) were each nearly 40 per cent of the total for all railroads in the United States and their net operating revenue, \$361,973,429, was 39 per cent of the total for all the railroads of the country. These 52 railroads, according to the same authority, carried 47.3 per cent of the ton miles, and 42.8 per cent of the passenger miles of all the railroads of the United States. Their employees, excluding general officers, numbered 40.8 per cent of the total; and the aggregate compensation to employees, excluding general officers, constituted 41.5 per cent of the total for the United States. The number of engineers employed on the 52 railroads as reported by the railroads themselves in July, 1912 (railroad Exhibit 4), was 31,840. The aggregate compensation of the engineers in the employ of the 52 railroads during the fiscal year ending June 30, 1911, was reported by the railroads in their Exhibit 67A at \$41,874,282, or 43.1 per cent of the total engineers' wages for the United States.

THE ARGUMENT AND TESTIMONY OF THE RAILROADS.

The railroads held that the engineers received not only fair but liberal compensation for work performed; that the hours of duty were so limited, and other conditions of service so arranged as to relieve the engineers in the normal course of their work of excessive strain; and that there had been no change requiring a readjustment in working conditions since the last wage adjustment. Briefly, their position may be summarized as follows:

1. Railroad employees were as well, if not better, paid than labor in other employments.
2. Engineers constituted the highest paid class of employees in the railroad service.
3. The 1910 adjustment of the engineers' wages was made subsequent to the adjustment with the conductors and trainmen, and

practically the same differential continued in favor of the engineers that had existed for a number of years. The existing differential between the engineers and other employees was as wide, if not wider, than was warranted by the character of the service, the responsibilities imposed, the risks assumed, or the actual labor required.

4. At the time the engineers' wages were increased, in 1910, full consideration was given to all the conditions of service then prevailing.

5. Since that time there had been no increase in the physical labor, responsibility, or risk of the engineers, but, on the contrary, all had been reduced through labor-saving devices or safety appliances, relieving the engineers of duties formerly performed and of risks formerly incurred.

6. The services of the engineers were not of greater value to-day than in 1910, measured by any of the units suggested by any of the parties.

7. The vitality and working period of the engineers compared favorably with that of other wage earners.

8. The railroads were financially unable to pay increased wages.

Succinctly stated, the railroads argued that the demands of the engineers grouped themselves into three classes:

First, the question as to whether rates of pay and rules of service on the 52 railroads involved in the controversy should be standardized in accordance with the demands proposed by the engineers. The roads claimed that the engineers' organization meant by standardization, apparently, some flat basic rate; that they did not mean that every man on every road should receive a standard or a basic rate of pay; that they apparently desired a minimum wage fixed, and in fixing that minimum rate of pay had not taken into consideration any of the poor railroads, but had fixed it with reference to the larger railroads; that on the one hand, the engineers urged an alleged standardization theory, and on the other hand, they refused to adopt it where it would reduce their pay. The railroads asserted further that the rates of pay had been adjusted according to the relative value of the services that the men rendered. The engineers, it was argued, if they wished to readjust the lower wages should be willing also to readjust the higher rates.

The second objection made by the railroads to standardization was that any attempt to fix a flat basic rate of pay in eastern territory failed to take into consideration the fact that different services were necessarily being rendered by the employees on different railroads. The application of a basic rate to all these railroads, the railroads declared, without taking into consideration the nature of the service, would be not only unfair to the men, particularly to the men on some divisions, but would be absolutely unfair to the railroad companies, and without justification.

The railroads stated that the recognition of the demand of the engineers for increase in rates of pay would increase the aggregate compensation paid to the engineers in eastern territory over \$7,500,000 and that the demand required the railroads to pay this much increase to the same number of engineers for precisely and identically the same service that those engineers have been rendering during the past two years. The railroads' position was that the demand was unjustified, because they claimed there was no foundation for it in additional

hardships that the engineers had to undergo, no justification for it when their wages were compared with the wages paid to other classes of employees either in the railroad service or elsewhere. It was claimed that the railroad exhibits showed that in 1902 there was a general advance in wages of railroad employees; in 1905 and 1906, another; in 1907 and 1908, another; and in 1910 and 1911, still another advance. From the records of the Interstate Commerce Commission, the railroads also submitted an exhibit purporting to show that engineers earned an average in 1900 of about \$1,180 a year; that in 1910, before the 1910 and 1911 advances, they had increased their average yearly compensation to thirteen hundred and some odd dollars, and after the wage increase of 1911 it averaged about \$1,500 for all classes of engineers.

As to the proposals of the engineers for electric service, the railroads declared that the Brotherhood of Locomotive Engineers intended not only to man the motive power of the railroads, whether it was steam, gasoline, or electricity, but that they aimed to do it at the same rates which prevailed in steam service. This would be a great injustice to the public to require the public on the Long Island Railroad, for instance, the railroads stated, to pay steam rates of pay, if there were men who were willing and who wanted to take the service at a less rate. The railroads regarded the proposals as a "closed shop proposition," and expressed the opinion that the board of arbitration should hesitate to adopt any such principle. They declared that the board could very consistently take the position that inasmuch as the railroad companies had furnished a new instrumentality which would produce greater results, that a different rate of pay should apply, or at least a different amount of service should be given for the same rate of pay, even if the board should conclude that the railroads should be limited in the selection of men for this service to the Brotherhood of Locomotive Engineers.

As a general conclusion, the railroads stated that in their judgment engineers were fully and amply paid, but that even if this was not true it was a question whether the railroad companies had any funds with which to make a greater distribution to these employees.

ARGUMENT AND TESTIMONY OF THE LOCOMOTIVE ENGINEERS.

The engineers requested certain uniform rules and rates of pay, the application of which would mean varying advances in compensation. The engineers asked that these proposed rates and rules be put into effect regardless of—

1. The financial ability of the railroads to pay more wages.
2. The variations in the service on different railroads and on different divisions of the same railroad.

Of the arguments presented in favor of the engineers' claims, the following were the most important:

1. The nature of the calling, which involves (a) heavy and increasing responsibility; (b) skill and efficiency, as indicated by length and severity of apprenticeship required; (c) acute mental strain incident to the operation of certain classes of trains; (d) an unusual degree of hazard; (e) relatively limited period of earning power, fixed by age limitations and by numerous efficiency requirements.
2. Increasing productivity of the engineers' services.

3. The wages of engineers had not kept pace with the wages of other classes of employees in train service.

4. That the existing rates of pay in the southern and western districts were higher and the rules of service better than in the eastern district.

5. In the southern and western districts the rates of pay and rules of service were standardized to a much greater extent than in the eastern district. In the eastern district the conductors and other trainmen receive a standard wage on all railroads, and the same principle should apply to the engineers.

The engineers claimed to have shown by the testimony of their witnesses the years of training necessary to fit themselves for the position of engineer, of the many examinations they were required to pass, of the physical tests imposed, of the type of efficiency demanded, of the hours they gave of their time for which they received no compensation. These witnesses had, it was pointed out, been brought from the different classes of service, and this testimony proved, it was claimed, that the rates of pay requested were just and equitable and were prepared after careful consideration by the representatives of the employees from the railroads involved. The wages they were asking, the engineers contended, were now being paid in other territories where traffic was not so congested and where the railroads were not able to earn the same revenue as in the East. For example, it was stated that the freight engineer on some railroads in the southeastern territory received \$5:40 for 8 hours' work, and if he were to work 10 hours he would earn far more than the engineers were asking for the freight engineer in eastern territory. They contended that there was not exactly a standard wage in effect in the West, but there was only a few cents difference, and that the going wage for a similar type of engine was much higher than in the East. Admission was made of the fact that there was a slight difference in the freight rates between the West and the East, but the men stated that it was also true that engineers handled a heavier tonnage in the East than they did in the West.

The engineers claimed further that the working conditions they were requesting were nothing new, but were in existence and had been established in both the southern and western territories and were paid to-day on many of the trunk lines. Especially, the engineers declared, was this true in the case of final terminal delay.

As to the electric service, the engineers inquired whether it was more unfair or unjust for them to ask that an engineer be placed on the electric service than it was for the railroads, who had already recognized the principle, to put a passenger conductor in charge, even though it be only one trolley car, at the standard wage? The employees stated that they did not want an employee, even though it be with a single interurban car, out on the steam tracks, who did not know the rights he had on the road, who knew nothing about railroading or high speed, who, as a matter of fact, knew nothing about getting over the road and depended wholly upon the conductor.

The high range of earnings shown for a small proportion of engineers was declared to be the result of unusual conditions, a congestion of business, perhaps a number of men sick, and every man working up to the limit of human endurance. Although the railroad exhibits showed some high earnings during a specified month, a com-

parison each way of three months from this high month would give, the employees claimed, a better insight into actual earnings of individual engineers.

In answer to the statements and arguments of the railroads as to standardization, and as to separate rates of pay for men on the water and the mountain grades, the engineers stated that in the case of the Pennsylvania Railroad, to which reference was made by the railroads in their presentation of the case, no more per mile for passengers or freight was received over the mountain divisions than was obtained by other roads over the water grade: that the Pennsylvania Railroad absolutely refused to pay the engineers on that particular division a higher rate than was paid elsewhere, but that they were forced to accept the basic rate of the New York Central, the \$4.85, and the same rate was paid all the way through, regardless of the grade or the physical geography of the country. There was no distinction made, the engineers declared, because one railroad was fortunate enough to get a water-level line and the other railroad perhaps went over the mountains: the charge was the same for all and the same rate was paid for engineers. Their requests, the engineers claimed, involved classifications of service, such as freight and passenger service, and subclassifications based on the size of the engines, or, in other words, the engineers stated that their request meant that one railroad should pay the same as another railroad for each class of service and each class of engine.

As to the earnings of engineers, even though the showing of railroads was correct as to \$1,500 as an average for the year, or \$125 per month, the employees claimed that at best the engineer only had a working life of 12 years, and during this restricted period could not lay aside a competence which would take care of his wife and children after he was no longer a wage earner.

THE REPORT OF THE BOARD OF ARBITRATORS.

In its report the board of arbitration discussed the theoretical aspects of the railway wage problem and submitted some constructive recommendations. These points, however, do not fall within the scope of the present study. In the general discussion of its award the board stated that it recognized the heavy responsibility of engineers—greater than that of any other class of employees in train service—the skill and efficiency required, the mental strain to which the men were subjected, the hazard of the calling, and accepted these points brought forward by the engineers at their full value. They agreed that the compensation of the engineers should be adequate to cover their recognized responsibility, skill, and efficiency, and the mental strain to which they were subjected.

As to standardization, the board held that the requests of the engineers involved standardization as a fundamental principle, and stated that the facts available showed that the claims of the engineers for introducing uniformity into the eastern district were not fully confirmed. They pointed out that uniformity did not exist in the southern and western districts and, therefore, the experience of no section of the country could be adduced in favor of granting fully the uniformity asked for by the engineers.

The board stated that it could find no adequate reason why there should be complicated differences in the rates of compensation for services so nearly alike as slow freight service and certain other classes of freight service, with the exception that the additional work involved in local freight service appeared to justify a somewhat higher rate. In their award the board, therefore, had simplified the classification of rates of pay by granting the same rates for several different kinds of freight service. They grouped into one class, so far as compensation was concerned, through freight, work, wreck, pusher and helper, mine run or roustabout, and circus trains, and part of the milk-train service.

The board stated that they could find no reason why the rules of service that applied to men held away from their home terminal or tied up under the 16-hour law should not be the same on different roads.

When it came to the important question, however, of deciding that the rate of compensation should be the same for a particular kind of service without respect to road or division, the board declared it could find no warrant for imposing such a regulation. They stated that in no part of the country could it be said that all railroads without respect to territory or traffic were paying precisely the same rate of compensation for the same class of service. In the western district the pay was generally higher for the mountainous country than on the plains. Running a locomotive upon a railroad which had very light traffic was less exacting and required less constant alertness than on roads having heavy traffic. These facts led the board, it stated, to hold that local variations in the character of the service should be reflected to a reasonable extent in the rates of pay.

Relative to intercorporate relationships, the board stated that while there were listed in the arbitration 52 separately named roads, a large number were controlled by a comparatively small number of systems. Large railroad corporations controlled lines aggregating 39,050 miles, or 79 per cent of the 49,286 miles concerned in the controversy. In addition to the intercorporate relationships as determined by stock ownership, lease, capital advanced, and voting trusts, the board also found there was a system of interlocking directorates, and as illustrating the extent of these interlocking directorships, pointed out that 14 individuals held 67 directorships in 27 different railroads in the eastern district. It was, therefore, clear, the board stated, that from the point of view of the present arbitration, "systems" should be considered rather than the individual elements of the system, for their relations and business were so interwoven that even if a unit of the system considered by itself is unprofitable, taken in connection with the whole system it might be profitable, since it may be a valuable feeder to a large railroad and furnish business which had a long haul over such a system.

The board also stated that the courts had declared in various cases, in administering the receivership of railroads, that the public safety was the paramount consideration, and that a railroad's financial embarrassments not only did not warrant reducing the pay of employees below what was paid before the receivership, but had ordered the receivers to pay the "going" rate of wages for the different classes of employees.

If the railroads were unable to pay fair and reasonable compensation in accordance with the award of the board, the board stated that such railroads would have just cause to open the question of an increase of rates with the Interstate Commerce Commission.

The board held that in view of all the facts presented with regard to the compensation of engineers, many of the rates in existence gave reasonable compensation for the service performed and that the differences in the average daily compensation of engineers in the East on the one hand and in the South and West upon the other hand, as given by the Interstate Commerce Commission figures, was not great. Holding to the principle that available information, rather than a theory, must largely control their decision, the board reached the conclusion that a case had not been made for an advance all along the line in the compensation of the engineers. On the other hand, the statement was made that the evidence presented showed that for some railroads and for certain classes of service on other railroads the compensation was too small, and the board had therefore taken into account the question of the minimum wage which should be paid in the territory concerned. It was believed by the board that the principle of a minimum was sound. In the opinion of the board it was desirable that all of the factors which entered into the nature of the service should be taken into account, and that the more arduous and difficult service should have the greater compensation. With this point in view the board stated that it felt that at this time they had gone as far toward establishing uniformity of rates of pay as was practicable by introducing a minimum wage for each of the more important classes of service.

The award and report was agreed to by the five members of the board appointed by the Chief Justice of the United States, the presiding judge of the Commerce Court, and the Commissioner of Labor. It was signed by Mr. Willard with an explanatory statement. Mr. Morrissey filed a dissenting opinion.

The detailed award of the board as compared with the requests of the engineers follows.

REQUESTS OF ENGINEERS.

Passenger service.—One hundred miles or less, engines of 20-inch cylinders or less, \$4.40. Engines over 20-inch cylinders or less, \$4.60. Additional miles pro rata. Overtime to be computed on a basis of 20 miles an hour and to be paid for at 70 cents an hour.

Electric service.—Wherever electric service is installed or now in operation, engineers will take the positions of motormen under the same rates and conditions as obtain in steam service in the territory where electric service is operated.

AWARD OF ARBITRATION BOARD.

Passenger service.—Minimum rate for passenger engineers to be \$4.25 for 100 miles or less. Additional miles pro rata. Overtime to be computed on a basis of 20 miles an hour and to be paid for at 50 cents an hour. This award to be without prejudice to existing rates on different classes of engines.

Electric service.—Wherever electric service is installed as a substitute for steam, or is now in operation, locomotive engineers will have the preference for the position of motormen, this preference, however, not to work to the detriment of men employed as motormen at the time of the award.

Owing to the complexity of the situation, the board found itself unwilling to draw up rules regulating rates of pay and working conditions, but awarded the minimum passenger day's rate of pay of

Freight service.—One hundred miles or less, 10 hours or less to constitute a day's work. Rates for which to be as follows: Engines with 20-inch cylinders or less, \$5.25. Engines with cylinders over 20 inches but less than 24 inches in diameter, \$5.50. Engines with 24-inch cylinders or over, with exception of Mallets, \$5.75. Mallet type of engine, \$7.

Miles in excess of 100 miles to be computed on a basis of 10 miles an hour and to be paid for pro rata, and to be paid for on a minute basis.

Through freight rates to be paid to mine runs, work train, wreck, pusher and helper, milk trains, and roustabout services.

Engineers to be paid overtime for hours in excess of 15 held away from their home terminal.

Local freight service to be paid 25 cents more than through freight service, according to classes of engines.

Switching service.—Ten hours or less to constitute a day's work; overtime over 10 hours to be computed pro rata and to be computed on a minute basis. Rates of engines, \$4.50 per day.

Belt-line service.—Ten hours or less to constitute a day's work; overtime to be computed pro rata and paid on a minute basis; \$5 a day to be the rate of pay.

Engineers of single-crewed yards or belt-line service engineers will report at appointed time and will be given 30 minutes additional pay for reporting 30 minutes in advance of the regular time. In double-crewed yards, if engineers do not relieve each other at the appointed time, and the engineer of the next crew is required to prepare his engine, 30 minutes will be allowed for same.

Beginning and end of day.—In all classes of service day to begin 30 minutes before leaving roundhouse or designated track, and to end when engine is placed on designated track or relieved by hostler at terminal.

Initial terminal delay.—When delayed more than one hour beyond time set to leave, engineers will be paid overtime according to engine and class of service.

If road overtime is paid on same trip, initial overtime will be deducted.

Final terminal delay.—Final terminal delay will be paid for according to class of engine on minute basis when engineer

\$4.25, the rules of service, however, to be the same as now obtain in the electric service.

Freight service.—The minimum rate for freight engineers shall be \$4.75 for 10 hours or less, or 100 miles or less. Overtime to be computed on a basis of 10 miles an hour and paid for pro rata on a minute basis.

Awarded without change.

Engineers held away from home terminal 28 hours or longer are to be paid 10 hours for the first 28 hours so held, and 10 hours for each 24 hours thereafter, provided the engineers are not held by law or through an act of Providence.

Awarded without change.

Switching service.—Ten hours or less to constitute a day's work; overtime to be computed pro rata and paid on a minute basis; time to begin when required to report for duty and to end when engine is placed on designated track or engineer is relieved at terminal.

The minimum day's rate in switching service to be \$4.10.

Belt-line service.—The board realizes that belt-line and transfer service is different from ordinary switching service and may, therefore, require a higher rate; owing to the wide differences of conditions the board was unable to decide what would be a fair rate of pay for this service; the board, therefore, referred this question back to the management of the railroads and to the men for adjustment.

Beginning and end of day.—In all classes of service a day will begin when an engineer is required to report for duty and end when engine is placed on a designated track or delivered to hostler at terminal.

Initial terminal delay.—Request denied.

Final terminal delay.—Final terminal delay will be paid after the lapse of one hour at the overtime rate, according to

is delayed more than 30 minutes between yard-limit bounds governing yard to which train is to be delivered.

Hours-of-service law.—Engineers shall be paid continuous time to tie-up point; when work is resumed, to be paid continuous time to next tie-up point, or minimum day to terminal. Running through terminals or around other crews prohibited unless already in schedules.

Safety clause.—Existing rates of pay or better working conditions shall not be reduced by the rates or rules hereby agreed upon; nor shall general committees of adjustment be debarred from taking up with their respective managers matters not decided at this conference.

Date of effectiveness.—In articles of agreement for arbitration it was stated that the board should fix the date of its award and might make it retroactive if it should think it necessary.

class of engine, on the minute basis. If road overtime has commenced, terminal overtime will not apply and road overtime will continue to the point of relief.

Method of ascertaining final terminal delay.—In passenger service; from the time the train reaches the terminal station.

In freight service; when train reaches designated main track switch connecting with terminal yard.

Hours-of-service law.—Engineers to be paid continuous time from initial to tie-up point. On resuming duty they shall be paid, 50 miles or less, or 5 hours or less, 50 miles pay; 50 to 100 miles, or 5 to 10 hours, 100 miles pay; over 100 miles or 10 hours, schedule rates. Running through terminals or around other crews prohibited unless already in schedules.

Safety clause.—Awarded.

Date of effectiveness.—Award shall be effective as of May 1, 1912, except, "Held away from home terminal," and "Final terminal delay," which are to take effect November 1, 1912.

COMPARISON OF SCHEDULES IN EFFECT BEFORE AND AFTER THE AWARD OF THE ARBITRATION BOARD.

As further illustrating the effect of the application of the award of the arbitration board, a comparison, so far as it was possible, was made from the printed or typewritten official schedules of rates of pay and working rules in effect on the different railroads prior and subsequent to the award of the arbitration board. The comparison of rates was made on a day, hour, mileage, or trip basis according to the standard of comparison afforded by the schedules of the individual railroads. In the case of some companies no comparison was possible because of the change made in the basis of wage payments as the result of the arbitration proceedings. It will be noted that the increases in rates of pay shown in the following series of tables are practically the same as those first set out in the comparison, according to the Interstate Commerce Commission's classification of locomotives.

The detailed comparison by railroads, arranged in alphabetical order, is given below. In the case of each railroad a detailed basic comparison is made, followed by derivative tables which show the amount and per cent of increase in rates of pay according to principal branches of service.

BALTIMORE & OHIO RAILROAD CO.

By referring to the following table it will be seen that the award of the arbitration board gave increases in rates of pay to the locomotive engineers in only two instances: (1) An advance of three-

tenths of a cent a mile, or 6.7 per cent, on unclassified engines, and (2) an increase to yard engineers outside of the Pittsburgh district of 1 cent an hour, amounting to an advance of 2.5 per cent over rates in force before the arbitration. In all other branches of service the rates of pay were unchanged by the arbitration board.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration effective May 1, 1912.

Class of service.	Rates per—	Pay.		Increase.	
		1911	1913	Amount.	Per cent.
Passenger service: Average rate, specified runs.....	Trip.....	\$1. 875	\$1. 875	\$0. 00	0. 0
Freight service:					
Engines weighing 274,000 pounds and over.....	Mile.....	. 05	. 05	. 00	0. 0
Engines weighing over 173,000 pounds and less than 274,000 pounds.....	..do.....	. 0485	. 0485	. 00	0. 0
Other engines.....	..do.....	. 0445	. 0475	. 003	6. 7
Connellsville and Glenwood, round trip:					
Engines weighing 274,000 pounds and over.....	Trip.....	5. 50	5. 50	. 00	0. 0
Engines weighing over 173,000 pounds and less than 274,000 pounds.....	..do.....	5. 30	5. 30	. 00	0. 0
Engines weighing 140,000 pounds to and including engines weighing 173,000 pounds.....	..do.....	5. 15	5. 15	. 00	0. 0
Helper service:					
Average rate, specified runs—					
Mallet.....	..do.....	1. 58	1. 58	. 00	0. 0
Other than Mallet.....	..do.....	1. 37	1. 37	. 00	0. 0
Yard service:					
Chicago, Pittsburgh district; Youngstown district and New Castle.....	Hour.....	. 415	. 415	. 00	0. 0
Other yards.....	..do.....	. 40	. 41	. 01	2. 5

Rates of pay of locomotive engineers.

Passenger service.	Rate per trip.	
	1911	1913
Specified runs:		
Philadelphia and Wilmington, round trip.....	\$2. 55	\$2. 55
Baltimore and Washington.....	1. 80	1. 80
Washington and Boyd.....	1. 25	1. 25
Washington and Gaithersburg, round trip.....	1. 90	1. 90
Overtime (on basis of 20 miles per hour).....	. 45	. 50
Minimum passenger rate (per 100 miles or less).....		1 4. 25

Freight service.	Engines weighing 274,000 pounds and over.		Engines weighing over 173,000 pounds and less than 274,000 pounds.		Engines weighing 140,000 pounds to and including engines weighing 173,000 pounds.	
	1911	1913	1911	1913	1911	1913
Specified runs, Connellsville and Glenwood, round trip (overtime after 11 hours).....	\$5. 50	\$5. 50	\$5. 30	\$5. 30	\$5. 15	\$5. 15

¹ Miles in excess of 100 pro rata.

Rates of pay of locomotive engineers—Continued.

FREIGHT SERVICE.	Rate per mile.		Overtime after 10 hours and 30 minutes.	
	1911	1913	1911	1913
Mallet engines (2401-2420 class).....		\$0.06		\$0.60
Other Mallets.....		.054		.54
Engines weighing 274,000 pounds and over.....	\$0.05	.05	\$0.50	.50
Engines weighing over 173,000 pounds and less than 274,000 pounds.....	.0485	.0485	.485	.485
Other engines.....	.0445	.0475	.445	.475

HELPER SERVICE.	Rate per trip.				Overtime after—	
	Mallet.		Other than Mallet.		1911	1913
	1911	1913	1911	1913		
Specified runs:					<i>H. m.</i>	<i>H. m.</i>
Rowelsburg and Tunnelton or Blaser, round trip.....	\$1.50	\$1.50	\$1.10	\$1.10	3 00	2 30
Rowelsburg and Terra Alta or Rinard, round trip.....	2.00	2.00	1.65	1.65	4 00	3 20
Newburg and Tunnelton, round trip.....	1.50	1.50	1.25	1.25	3 00	2 30
Newburg and Blaser, round trip.....	1.55	1.55	1.45	1.45	3 00	2 30
Newburg and West End, round trip.....	1.50	1.50	1.25	1.25	3 00	2 30
Hardman and West End, round trip.....	1.50	1.50	1.40	1.40	3 00	2 30
Hardman and Tunnelton, round trip.....	1.55	1.55	1.45	1.45	3 00	2 30
Rowelsburg and Newburg, one way.....	1.50	1.50	1.40	1.40	3 00	2 30
Piedmont and Altamont, round trip ($\frac{1}{2}$ day).....			2.45		6 00	5 00
Hyndman and Sand Patch, round trip ($\frac{1}{2}$ day).....			2.45		6 00	5 00

BALTIMORE & OHIO SOUTHWESTERN RAILROAD CO.

As in the case of the Baltimore & Ohio Railroad, the schedules of this company, as can be seen from the table below, showed an advance of 6.7 per cent in rates of pay to unclassified engineers in through-freight service and 2.5 per cent in yard service outside of East St. Louis and Cincinnati as the result of the decision of the arbitration board. Unusually large increases, ranging from 50 to 52.6 per cent were allowed by the board in local freight service.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	1911	1913	Increase.	
				Amount.	Per cent.
Specified runs:					
Loveland commuter trains.....	Trip.....	\$4.50	\$4.50	\$0.00	0.0
Flora and Vincennes.....	Round trip.....	5.00	5.00	.00	.0
St. Louis and East St. Louis via Merchants or Eads Bridge.....	Trip.....	.30	.30	.00	.0
Freight service:					
Engines weighing 274,000 pounds and over.....	Mile.....	.05	.05	.00	
Engines weighing over 173,000 pounds and less than 274,000 pounds.....	do.....	.0485	.0485	.00	.0
All other engines.....	do.....	.0445	.0445	.000	.0
Local freight:					
Engines weighing 274,000 pounds and over.....	do.....	.05	.075	.025	50.0
Engines weighing over 173,000 pounds and less than 274,000 pounds.....	do.....	.0485	.0735	.0250	51.5
Other engines.....	do.....	.0475	.0725	.0250	52.6
Yard service:					
East St. Louis and Cincinnati.....	Hour.....	.415	.415	.00	.0
Other yards.....	do.....	.40	.41	.01	2.5

Rates of pay of locomotive engineers.

Class of service.	Rate per—	1911	1913	Basis of day's work.		Overtime per hour.	
				1911	1913	1911	1913
Specified runs:							
Loveland commuter trains.....		\$4.50	\$4.50				
Flora and Vincennes, round trip.....		5.00	5.00				
St. Louis and East St. Louis via Merchants' or Eads Bridge.....		.30	.30				
Freight service:¹							
Mallet engines (2401-2420).....	Mile.....		.06		100 miles or less; 10 hours or less.....		\$0.60
Other Mallets.....	do.....		.05		do.....		.54
Engines weighing 274,000 pounds and over.....	do.....	.05	.05	100 miles or less; 10 hours or less.....	do.....	\$0.50	.50
Engines weighing over 173,000 pounds and less than 274,000 pounds.....	do.....	.0485	.0485	do.....	do.....	.485	.485
All other engines.....	do.....	.0445	.0475	do.....	do.....	.445	.475
Passenger service:²							
Minimum rate.....	Day.....		4.25	do.....	do.....	.45	.50
Local freight:							
Mallet (2401-2420 class).....	Mile.....		.085	do.....	do.....		.85
Other Mallets.....	do.....		.079	do.....	do.....		.79
Engines weighing 274,000 pounds and over.....	do.....	.05	.075	do.....	do.....	.50	.75
Engines weighing over 173,000 pounds and less than 274,000 pounds.....	do.....	.0485	.0735	do.....	do.....	.485	.735
Other engines.....	do.....	.0475	.0725	do.....	do.....	.475	.725
Yard service:³							
East St. Louis and Cincinnati yards.....	Hour.....	.415	.415	10 hours or less.....	10 hours or less.....	.415	.415
Other yards.....	do.....	.40	.41	do.....	do.....	.40	.41
Belt or transfer service:							
Minimum rate.....	Day.....		4.75	do.....	do.....		.475

¹ Overtime paid on the basis of 10 miles per hour, pro rata, not to begin until after 10 hours and 30 minutes.

² Overtime on the basis of 20 miles per hour after 10 hours and 30 minutes.

³ At following yards, when engines required to help trains, 25 cents additional to yard rates paid, effective from June 1, 1913: Chillicothe, North Vernon, Washington, and Vincennes.

BOSTON & ALBANY RAILROAD.

On short passenger runs in one direction the rates of pay to engineers on the Boston & Albany Railroad were 3.2 per cent higher after the award of the arbitration board. In all other passenger service the minimum rates were advanced 1.7 per cent. In local freight service the rates were increased slightly more than 5 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per day.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger service, runs of 95 miles in one direction.....	\$4.18	\$4.25	\$0.07	1.7
All other passenger runs, minimum pay.....	4.12	4.25	.13	3.2
Freight service:¹				
Class G6, G5, G33, G34, F2 engines.....	4.85	4.85	.00	0.0
Local freight:				
Class G6, G5, G33, G34, F2 engines.....	4.85	5.10	.25	5.2
Freight service:¹				
All other engines (except 4-wheel, connected 1910).....	4.75	4.75	.00	0.0
Local freight:				
All other engines (except 4-wheel, connected 1910).....	4.75	5.00	.25	5.3
Switching service.....	4.11	4.11	.00	0.0

¹ Includes helpers, gravel work trains, 1910; work, wreck, pusher or helper, mine runs or roustabout, circus trains, and milk trains, in 1913.

Rates of pay of locomotive engineers.

Class of service.	Rate per—	Pay.		Basis of day's work, 1910-1913.	Overtime per hour.	
		1910	1913		1910	1913
Passenger service, runs of 95 miles in one direction.....	Day...	\$4.12	\$4.25	100 miles or less..	\$0.412	\$0.50
Mileage in excess of 100 miles.....	do..	.0412	.0425			
All other passenger runs, minimum pay.....	do..	4.18	4.25	100 miles or less..	.418	.50
Freight service, ^{1 2} Classes G-6, G-5, G-33, G-34, F-2 engines.....	do..	4.85	4.85	do.....	.485	.485
Local freight.....	do..	4.85	5.10			
All other engines (except 4-wheel connected, 1910).....	do..	4.75	4.75	100 miles or less..	.475	.475
Local freight.....	do..	4.75	5.00			
4-wheel connected engine.....	do..	4.65		100 miles or less..	.465	
Mallet-type engine.....	do..		5.85	do.....		.585
Switching service.....	do..	4.11	4.11	10 hours or less...	.411	.411

¹ Includes helpers, gravel-wor's trains, 1910; work, wreck, pusher or helper, mine runs or roustabout, circus trains and mill. trains in 1913.

² 25 cents per 100 miles or less added for local freight service in 1913, according to class of engine. Miles over 100 pro rata.

BUFFALO, ROCHESTER & PITTSBURGH RAILWAY.

The award of the arbitration board when compared with the pre-existing rates to locomotive engineers on the Buffalo, Rochester & Pittsburgh Railway Co. showed the following advances:

Passenger service	25 cents a day.
Local freight and switching service.....	10 cents a day.
Pusher or helper service	15 to 27 cents per run.

The rates of pay in through freight, and in mine run, circus, and roustabout service were no higher after the award of the board.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration effective May 1, 1912.

Class of service.	Rate per—	Pay.		Increase.	
		1910	1913	Amount.	Per cent.
Passenger.....	Day...	\$4.00	\$4.25	\$0.25	6.3
Through freight.....	do..	4.75	4.75	.00	.0
Local freight.....	do..	4.90	5.00	.10	2.0
Switching.....	do..	4.00	4.10	.10	2.5
Pusher or helper.....	do..	4.75	4.75	.00	.0
Average rate, specified runs, Mt. ado.....	Trip..	3.14	3.29	.15	4.8
Average rate, specified runs, Decapod.....	do..	3.17	3.44	.27	8.5
Work, wreck, pusher, or helper; mine run or roustabout; circus trains.....	Day...	4.75	4.75	.00	.0

Rates of pay of locomotive engineers.

Class of service.	Rate per day.		Basis of day's work.		Overtime.	
	1910	1913	1910	1913	1910	1913
Passenger service....	\$4.00	\$4.25	100 miles or less.....	.....	\$0.40 per hour...	\$0.50 per hour.
Through freight service.	4.75	¹ 4.75	100 miles or less; 10 hours or less.....	.....	Pro rata.....	Pro rata.
Local freight service.	4.90	² 5.00	.....do.....	.....	.....do.....	Do.
Switching service...	4.00	³ 4.10	10 hours or less.....	(⁴)	.....do.....	Do.

Class of service.	1910	1913		
		X, V, or smaller engine.	Mikado.	Decapod.
Pusher or helper service.....	\$4.75	¹ \$4.75	.....	.....
Specified runs, pusher or helper service:				
Buffalo to Hoyts and return.....	3.60	3.60	\$3.78	\$3.96
Buffalo to Springville and return.....	3.60	3.60	3.78	3.96
Buffalo to East Concord and return.....	3.60	3.60	3.78	3.96
Buffalo to Beaver and return.....	4.00	4.00	4.20	4.40
Buffalo to Ashford and return.....	4.25	4.28	4.49	4.71
Bradford or Howard to Bingham and return.....	1.50	1.50	1.58	1.65
Clarion Junction to Freeman and return.....	2.00	2.00	2.20	.....
Decapod engine.....	2.20	.....	.....	2.20
Clarion Junction to J. and B. Junction and return.....	2.40	2.40	2.64	.....
Decapod engine.....	2.64	.....	.....	2.64

¹ On Mikado or Decapod engines the rate is fixed at \$5 per day.² On Mikado or Decapod engines the rate is fixed at \$5.25 per day.³ On Mikado or Decapod engines the rate is fixed at \$4.51 per day.⁴ 10 hours or less.

Work, wreck, pusher, or helper; mine run or roustabout, circus trains, rates per day:

1910.....	\$4.75
1913.....	4.75

DAYTON & UNION RAILROAD CO.

On the Dayton & Union Railroad the rates in passenger service on the basis of 100 miles, were \$1.25, or 41.7 per cent higher after the award of the arbitration board. In freight service rates of pay were advanced 70 cents a day, or 16.3 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per 100 miles before the award and after.		Increase.	
	Before.	After.	Amount.	Per cent.
Passenger.....	\$3.00	\$4.25	\$1.25	41.7
Freight (local).....	4.30	5.00	.70	16.3

Rates of pay of locomotive engineers.

Class of service.	Rate per 100 miles before the award and after.	
	Before.	After.
Passenger.....	\$3.00	\$4.25
Freight (local).....	4.30	5.00

NOTE.—No formal agreement or schedule of wages is in effect. Conditions of employment are governed by the award with the exception that the passenger trainmen waived their overtime in lieu of the company permitting their runs to remain the same as before the award.

DELAWARE & HUDSON CO.

On this railroad the rates of pay to passenger engineers were increased 35 cents a day, or 9 per cent, by the award of the arbitration board. Through freight rates were advanced from 5 to 50 cents a day. In milk-train service an increase of 25 cents a day was allowed for consolidation type of engines, and 75 cents a day for other classes. The rate of pay for Mallet engines when used in local freight service was made \$2 a day, or 42.1 per cent greater by the award. Engineers in local freight service had their rates of pay increased 25 and 35 cents a day. In switching service an advance to engineers of 10 cents a day was allowed by the arbitration board.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per day.		Increase.	
	1910	1914	Amount.	Per cent.
Passenger.....	\$3.90	\$4.25	\$0.35	9.0
Through freight: ¹				
Class of engine—				
Mallet.....	6.50	6.50	.00	0.0
Class E5.....	4.80	4.85	.05	1.0
Consolidation.....	4.65	4.75	.10	2.2
D3, D3-A, D3-B.....	4.50	4.75	.25	5.6
Other engines.....	4.25	4.75	.50	11.8
Milk train:				
Class of engine—				
Consolidation.....	4.50	4.75	.25	5.6
Other engines.....	4.00	4.75	.75	18.8
Local freight: ²				
Class of engine—				
Mallet.....	4.75	6.75	2.00	42.1
Class E5.....	4.75	5.10	.35	7.4
All others.....	4.75	5.00	.25	5.3
Switching.....	4.00	4.10	.10	2.5

¹ Through freight rates apply to work trains, 1910, and to work, wreck, pusher or helper, mine runs, transfer and circus train in 1914.

² Mine runs and Wilkes-Barre transfer runs, 1910, classed as road runs and paid as per class of engine run.

Rates of pay of locomotive engineers.

Class of service.	Rate per day.		Basis of day's work.	Overtime, per hour.		Overtime, per mile.	
	1910	1914		1910	1914	1910	1914
Passenger.....	\$3.90	\$4.25	100 miles or less.....	\$0.39	\$0.50	\$0.039	\$0.0425
Through freight: ¹							
Class of engine—							
Mallet.....	6.50	6.50	100 miles or less, 10 hours or less.	.65	.65	.065	.065
Class E5.....	4.80	4.85	do.....	.48	.485	.048	.0485
Consolidation.....	4.65	4.75	do.....	.465	.475	.0465	.0475
D3, D3A, D3B.....	4.50	4.75	do.....	.450	.475	.045	.0475
Other engines.....	4.25	4.75	do.....	.425	.475	.0425	.0475
Milk train:							
Class of engine—							
Consolidation.....	4.50	4.75	do.....	.45	.475	.045	.0475
Other engines.....	4.00	(2)	do.....	.40	(2)	.04	(2)
Local freight: ³							
Class of engine—							
Mallet.....	4.75	6.75	do.....	.475	.675	.0475	.0675
Class E5.....	4.75	5.10	do.....	.475	.51	.0475	.051
All others.....	4.75	5.00	do.....	.475	.50	.0475	.05
Switching.....	4.00	4.10	10 hours or less.....	.40	.41		
Mixed train service ⁴							

¹ Through freight rates apply to work trains, 1910, and to work, wreck, pusher or helper, mine runs, transfer, and circus trains in 1914.

² Through freight rates apply.

³ Mine runs and Wilkes-Barre transfer runs, 1910, classed as road runs and paid as per class of engine run.

⁴ Paid at freight-train rates, according to class of engine used and service.

DELAWARE, LACKAWANNA & WESTERN RAILROAD CO.

Passenger engineers on this railroad, as can be seen from the following table, had their rates of pay advanced by the award of the arbitration board 15 and 25 cents a day in regular service, according to classes of engines, and 5 cents a day in suburban service. The increases in rates of pay per day in other branches of service granted by the arbitration board were as follows:

Through freight service, 25 cents a day (certain classes of engines only).

Work, wreck, and roustabout, 15 and 25 cents a day.

Switching service, 10 cents a day (certain classes of engines only).

Local freight service, 15 and 25 cents a day.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per day.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger:				
100 class engines.....	\$4.10	\$4.25	\$0.15	3.7
Other engines.....	4.00	4.25	.25	6.3
Suburban service.....	4.20	4.25	.05	1.2
Through freight:				
300, 700, and 800 class engines.....	4.80	4.80	.00	.0
All other engines ¹	4.50	4.75	.25	5.6
Roustabout, work, and wreck:				
300, 700, and 800 class engines.....	4.65	4.80	.15	3.2
All other engines ²	4.50	4.75	.25	6.3
Switching:				
151 and 184 class engines.....	4.50	4.50	.00	.0
All other engines.....	4.00	4.10	.10	2.5
Local freight:				
300, 700, and 800 class engines.....	4.90	5.05	.15	3.1
All other engines ²	4.75	5.00	.25	5.3

¹ Not including 385 and 1200 class engines, 1913, and new 500 class engines, 1910.

² Not including 385, 1150, and 1200 class engines, 1913, and 151, 169, 184, and 500 class engines, 1910.

Rates of pay of locomotive engineers.

Class of service.	Rate per day.		Basis of a day's work.		Overtime per hour.	
	1910	1913	1910	1913	1910	1913
Passenger:						
100 class engines.....	\$4.10	\$4.25	100 miles or less, 10 hours or less.	100 miles or less.	\$0.41	\$0.50
Other engines.....	4.00	4.25	.....do.....	.....do.....	.40	.50
Suburban service.....	4.20	4.25	.....do.....	(1)	.42	.50
Through freight:						
1150 class engines.....		4.80	.....do.....	10 hours or less, 100 miles or less.		.48
300, 700, and 800 class engines...	4.80	4.80	.....do.....	.....do.....	.48	.48
385 and 1200 class engines.....		4.95	.....do.....	.....do.....		.495
New 500-class engines.....	4.65		.....do.....	.....do.....	.465	
All other engines.....	4.50	4.75	.....do.....	.....do.....	.45	.475
Roustabout, work, and wreck:						
300, 700, and 800 class engines...	4.65	4.80	.....do.....	.....do.....	.465	.480
385 and 1200 class engines.....		4.95	.....do.....	.....do.....		.495
1150 class engines.....		4.80	.....do.....	.....do.....		.480
All other engines.....	4.50	4.75	.....do.....	.....do.....	.45	.475
151, 169, 184, and 500 class engines.	4.65		.....do.....	.....do.....	.465	
Switching:						
151 and 184 class engines.....	4.50	4.50	10 hours or less.	10 hours or less.	.45	.45
All other engines.....	4.00	4.10	.....do.....	.....do.....	.40	.41
Local freight:						
300, 700, and 800 class engines....	4.90	5.05	10 hours or less, 100 miles or less.	10 hours or less, 100 miles or less.	.49	.505
385 and 1200 class engines.....		5.20	.....do.....	.....do.....		.52
1150 class engines.....		5.05	.....do.....	.....do.....		.505
500 class engines.....	4.65		.....do.....	.....do.....	.465	
All other engines.....	4.75	5.00	.....do.....	.....do.....	.475	.50

For minimum day's pay of \$4.25.

GRAND RAPIDS & INDIANA RAILWAY CO., NORTHERN AND SOUTHERN DIVISIONS.

As a result of the award of the arbitration board, passenger engineers on this railway secured increases in rates of pay from 4.4 to 6.3 per cent. In local freight service there was an increase of 11 cents a day to engineers, amounting to an advance of 2.2 per cent, while the rates of yard engineers were increased 3.8 per cent. Engineers engaged in through freight service were not granted any higher rates by the award.

On the southern division of the same railway the increases in rates of pay obtained as a result of the arbitration were practically the same as on the northern division. The table showing the comparison of rates before and after arbitration on the northern division follows.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

SOUTHERN DIVISION.

Class of service.	Rate per—	Pay.		Increase.	
		1911	1913	Amount.	Per cent.
Passenger: Average rate for specified trips.....	Day.....	\$4.50	\$4.70	\$0.20	4.4
Irregular passenger: Rate per mile with minimum of 100 miles (unless otherwise specified).	.....	.04	.0425	.0025	6.3
Through freight: Average rate for specified trips...	Day.....	5.95	5.95	.00	.0
Snowplow and flanger.....	Mile.....	.05	.05	.00	.0
Yard: Average for all yards.....	Hour.....	.395	.41	.015	3.8

NORTHERN DIVISION.

Passenger: Average rate for specified trips.....	Day.....	\$6.31	\$6.71	\$0.40	6.3
Irregular passenger: Rate per mile with minimum of 100 miles (unless otherwise specified).	Mile.....	.04	.0425	.0025	6.3
Through freight: Average rate for specified trips...	Day.....	5.41	5.41	.00	.0
Snowplow and flanger.....	Mile.....	.05	.05	.00	.0
Yard: Average rate all yards.....	Hour.....	.395	.41	.015	3.8

Rates of pay of locomotive engineers.

NORTHERN DIVISION.

Class of service.	Rate.			Rate.		Overtime limit (hours).		Overtime per hour.	
	1911	1913		1911	1913	1911	1913	1911	1913
Passenger runs between:			Through freight runs between: ¹ Grand Rapids-Muskegon R. 7. Grand Rapids-Cadillac. Cadillac-Mackinaw City.						
Grand Rapids-Cadillac.	\$4.00	\$4.25							
Grand Rapids-Big Rapids R. 7.	4.48	4.76		\$4.88	\$4.88	10.00	10.00	\$0.49	\$0.488
Grand Rapids-Traverse City.	5.80	6.16		4.88	4.88	10.00	10.00	.49	.488
Grand Rapids-Mackinaw City.	9.04	9.60		6.47	6.47	12.48	12.48	.49	.647
Grand Rapids-Mackinaw City via Harbor Springs.	9.44	10.03							
Cadillac-Mackinaw City.	5.12	5.44							
Irregular service: Rates per mile with minimum of 100 miles (unless otherwise specified).	.04	.0425							
Passenger overtime per hour.	.45	.50							

¹ Runs not specified paid at the mileage rate existing in district where run is made, with a minimum of 100 miles or 10 hours.

Rates of pay of locomotive engineers—Continued.

NORTHERN DIVISION—continued.

Class of service.	Rate.		Overtime per hour.		Overtime limit (hours).	
	1911	1913	1911	1913 ¹	1911	1913
Local freight runs between:						
Grand Rapids and Big Rapids ²	\$5.06	\$5.13	\$0.46	\$0.513	11.00	10.00
Big Rapids-Cadillac R. 7.....	5.06	5.13	.46	.513	11.00	10.00
Cadillac-K. S. Tower.....	5.06	5.30	.46	.53	11.00	10.00
K. S. Tower-Mackinaw City.....	5.06	5.30	.46	.53	11.00	10.00
Traverse City-Walton Junction R. 7 ³	5.06	5.30	.46	.53	11.00	10.00
Grand Rapids-Muskegon R. 7 ⁴	5.06	5.13	.46	.513	11.00	10.00
Cadillac, Lake City, and Jennings Branch.....	5.06	5.30	.46	.53	.....	.....
Cadillac-Woods Spurs.....	5.06	5.30	.46	.53	.....	10.00
Work train, wreck train, and engine trial service, per mile.....	(⁵)	.0505	(⁵)	.0505	.....	.....
Snow plow and flanger service, per mile ⁶.....	.05	.05	.....	.05	.....	.....
Yard service (per hour):						
Grand Rapids.....	.40	.41	.....	.....	.....	.....
Other yards.....	.39		.....	.....	.....	.....

¹ Overtime pro rata in 1913.² Includes switching at Big Rapids.³ Includes switching at Traverse City.⁴ Includes switching at Muskegon.⁵ Paid on local freight basis—minimum of 100 miles or 10 hours.⁶ Minimum of 100 miles or 10 hours.⁷ Minimum 10 hours.

SOUTHERN DIVISION.

Class of service.	Rate.		Class of service.	Rate.		Overtime per hour.		Overtime limit (hours).	
	1911	1913		1911	1913	1911	1913	1911	1913
Passenger runs between:			Through freight runs between: ¹						
Fort Wayne and Richmond.....	\$4.10	\$4.25	Richmond and Fort Wayne.....	\$4.90	\$4.90	\$0.49	\$0.49	10.00	10.00
Fort Wayne and Wolcottville R. 7.....	4.00	4.25	Fort Wayne and Grand Rapids.....	7.00	7.00	.49	.70	14.12	14.12
Fort Wayne and Grand Rapids.....	5.80	6.04							
Grand Rapids and Kalamazoo R. 7.....	4.10	4.25							
Irregular service: Rates per mile with minimum of 100 miles (unless otherwise specified).....	.04	.0425							
Passenger overtime, per hour.....	.45	.50							

Class of service.	Rate.		Class of service.	Rate.		Overtime per hour.		Overtime limit (hours).	
	1911	1913		1911	1913	1911	1913	1911	1913
Local freight runs between: ²									
Richmond-Ridgeville R. 7.....	\$5.06	\$5.15		\$0.46	\$0.515	11.00	10.00		
Ridgeville-Fort Wayne S. 7 ³	5.06	5.15		.46	.515	11.00	10.00		
Fort Wayne-Wolcottville R. 7 ⁴	5.06	5.18		.46	.518	11.00	10.00		
Kalamazoo-Wolcottville S. 7 ⁴	5.06	5.18		.46	.518	11.00	10.00		
Grand Rapids-Kalamazoo R. 7.....	5.06	5.18		.46	.518	11.00	10.00		
Irregular and special service per mile ⁵.....	.046	(⁶)							
Work-train, wreck-train, and engine-trial service, per mile.....	(⁷)	⁶ .0505							
Snowplow and flanger service ⁵.....	.05	.05							
Yard service (per hour):									
Kalamazoo.....	.40	.41							
Other yards.....	.39	.41							

¹ Runs not specified paid at the mileage rate existing in district where run is made, with a minimum of 100 miles or 10 hours.² Switch lines on basis of local freight service.³ Includes switching at Ridgeville.⁴ Includes switching at Wolcottville.⁵ Minimum of 100 miles or 10 hours.⁶ Runs not specified paid at the mileage rate existing in the district where run is made, with a minimum of 100 miles or 10 hours.⁷ Paid on local freight basis—minimum of 100 miles or 10 hours.

HOCKING VALLEY RAILWAY CO.

As a result of the arbitration award the minimum rate to engineers per mile for passenger service on this railway was advanced 16.4 per cent.

Engineers in through freight service had their rates of pay advanced from 3.3 to 5.6 per cent, according to the class of engines used. In helper and mine-run service rates of pay were 12.5 and 11.8 per cent, respectively, higher after the award than before.

Small increases were secured in yard and work train service, amounting to 2.5 and 3.3, respectively.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	Pay.		Increase.	
		1910	1913	Amount.	Per cent.
Through freight:					
Engines over 20-inch cylinder.....	Mile.....	\$0.0475	\$0.0475	\$0.00	0.0
Consolidation engines.....	do.....	.046	.0475	.0015	3.3
Other engines.....	do.....	.045	.0475	.0025	5.6
Local freight.....	Day.....	4.75	5.00	.25	5.3
Helpers, Columbus to Powell and return.....	Trip.....	2.00	2.25	.25	12.5
Work, wreck, and circus.....	Day.....	4.60	4.75	.15	3.3
Mine.....	do.....	4.25	4.75	.50	11.8
All yards.....	Hour.....	.40	.41	.01	2.5
Minimum rate per mile; 100 miles passenger service ¹ .	Mile.....	.0365	.0425	.006	16.4

¹ 1910, through passenger service; 1913, passenger service.

Rates of pay of locomotive engineers.

Class of service.	Rate per—	Pay.		Overtime after—		Overtime per hour.	
		1910	1913	1910	1913	1910	1913
Through freight: ¹							
Engines over 20-inch cylinder.....	Mile....	\$0.0475	\$0.0475	(2)	(2)	\$0.45	\$0.475
Consolidation engines.....	do....	.046	.0475	(2)	(2)	.45	.475
Other engines.....	do....	.045	.0475	(2)	(2)	.45	.475
Local freight.....	Day.....	4.75	5.00	10 hours....	10 hours....	.45	.50
Helpers, Columbus to Powell and return.	Trip....	2.00	2.25	5 hours....	5 hours....	.45	.225
Work, wreck, and circus.....	Day.....	4.60	4.75	10 hours....	10 hours....	.45	.475
Mine.....	do....	4.25	4.75	do.....	do.....	.45	.475
Called and not used.....	Hour....	1.40	1.42	3 hours....	3 hours....	.45	.142
All yards.....	Hour....	.40	.41	10 hours....	10 hours....	.40	.45
Passenger: ³							
Minimum rate per mile; 100 miles, passenger service.	Mile....	.0365	.0425	(4)	(4)	.45	.50
Jackson to Logan and return, including short runs between Wellston and Dundas.	Trip....	5.85					
Jackson to Logan and return (1 round trip).							
Dundas to Jackson and return (1 round trip).			8.13				
Dundas to Wellston and return (2 round trips).							

¹ Minimum 100 miles or 10 hours.

² 10 miles per hour.

³ 1910, through passenger service; 1913, passenger service.

⁴ Overtime computed on basis of 20 miles per hour.

⁵ After 2 hours late.

KANAWHA & MICHIGAN RAILWAY CO.

Rates paid to engineers in through passenger service on this railway were advanced 16.4 per cent by the award of the arbitration board. In local freight and work train service an increase of slightly more than 5 per cent was secured by the engineers through the action of the arbitration board, and an advance of 3.3 per cent in rates of pay in through-freight service.

In yard switching service rates of pay were advanced 2.5 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	Pay.		Increase.	
		1910	1912	Amount.	Per cent.
Through passenger.....	Mile.....	\$0.0365	\$0.0425	\$0.006	16.4
Through freight.....	do.....	.046	.0475	.0015	3.3
Local freight.....	Day.....	4.75	5.00	.25	5.3
Work, wreck, and circus trains.....	do.....	4.50	4.75	.25	5.6
Switching: Yard switching.....	do.....	4.00	4.10	.10	2.5

Rates of pay of locomotive engineers.

Class of service.	Rate.		Basis of day's work.		Overtime, per hour.		Overtime, per mile.	
	1910	1912	1910	1912	1910	1912	1910	1912
Through passenger..	<i>Per mile.</i> \$0.0365	<i>Per mile.</i> \$0.0425	(¹)	100 miles or less.	³ \$0.45	\$0.50	.....	\$0.0425
Commuter.....	<i>Per day.</i> \$3.60	<i>Per day.</i> \$4.25	(²)	100 miles or less.	.....	.50	.....	.0425
Minimum passenger rate.	<i>Per mile.</i> \$0.046	<i>Per mile.</i> \$0.0475	100 miles or less.	10 hours or less; 1 0 0 miles or less.	.46	.475	\$0.046	.0475
Through freight ⁴	<i>Per trip.</i> \$4.75	<i>Per day.</i> \$5.00	10 hours or less.	do.....	.45	.50	.....	.05
Local freight.....	<i>Per day.</i> \$4.75	<i>Per day.</i> \$4.75	10 hours or less.	10 hours or less; 1 0 0 miles or less.	.45	.475	.....	.0475
Minimum freight rate.	4.50	4.75	10 hours or less.	(⁴)	.45	(⁴)	.....	(⁴)
Work, wreck, and circus trains, etc.	2.75	(⁴)	Overtime after 5 hours.	(⁴)	.45	(⁴)	.....	(⁴)
Albany helper.....	<i>Per day.</i> \$4.00	4.10	10 hours or less.	10 hours or less.	.45	.45	.....	.....
Switching: Yard....								

¹ Based on minimum day rate of \$4.25 per 100 miles or less.

² Engineers entitled to minimum allowance of 50 miles per day.

³ Overtime after 2 hours late on schedule per hour.

⁴ Effective May 1, 1912, through freight rates apply on all pusher or helper or mine-run trains; helpers can be used for any kind of helping service in 10 hours without extra pay, except when they exceed 100 miles. Helpers on pick-up or local freight receive local pay.

⁵ Based on minimum day rate of \$4.75 per 10 hours or less, 100 miles or less.

NOTE.—When Calumet type engines used in freight service, 50 cents per day additional allowed.

Mileage allowance of locomotive engineers.

		Miles.	
		1910	1912
Passenger mileage allowed:			
Charleston to Corning via Gallipolis, Middleport, and Athens.....		139	141
Charleston to Hobson via Gallipolis and Middleport.....		80	82
Charleston to Gauley Bridge and return.....		78	78
Middleport to Gauley Bridge via Gallipolis and return.....		235	239
Middleport to Corning via Athens.....		61	61
Hobson to Corning via Athens.....		59	59
		Overtime after—	
		1910	1913
Freight mileage allowed:			
Hobson to Columbus via H. V. Ry.....	H. m.	H. m.	
Hobson to West Columbus via H. V. Ry.....	10 55	10 55	109
Hobson to West Columbus via T. & O. C. Ry.....	11 05	11 05	111
Hobson to Corning and return.....	12 25	12 25	124
Hobson to Chauncey and return.....	11 25	11 25	114
Hobson to Dickinson.....	9 00	10 00	100
Hobson to Charleston and return.....	10 00	10 00	100
	13 50	13 50	138

LEHIGH VALLEY RAILROAD CO.

Passenger engineers employed on this railroad had their minimum rates of pay increased by the award of the arbitration board from 15 to 25 cents a day. In mine-run service the rates of pay to engineers were increased from \$4.50 to \$4.75 a day, and in pusher, helper, and work-train service from \$4.30 to \$4.75 a day.

Yard engineers were advanced 10 cents a day, or 2.5 per cent; and engineers employed on local freight trains, 30 cents a day, or 6.4 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per day.		Increase.	
	1911	1913	Amount.	Per cent.
Passenger:				
J-54 class engines or heavier.....	¹ \$4.10	\$4.25	\$0.15	3.7
All other engines.....	¹ 4.00	4.25	.25	6.3
Mine runs: All other engines.....	4.50	4.75	.25	5.6
Pusher, helper, and work train: All other engines.....	4.30	4.75	.45	10.5
Local freight and pick-up: All other engines.....	² 4.70	5.00	.30	6.4
Yard service: All other engines.....	4.00	4.10	.10	2.5

¹ Exclusive of specified trips for which various rates are given.

² Where this rate does not equal through rate for same distance, through rate to apply.

Rates of pay of locomotive engineers.

Class of service.	Rate per day.		Overtime per hour.	
	1911	1913	1911	1913
Passenger:				
J54 class engines or heavier.....	¹ \$4.10	\$4.25	² \$0.41	\$0.50
All other engines.....	¹ 4.00	4.25	² .40	.50
Mine runs:				
J54 class engines or heavier.....	4.65		Actual time paid for according to class of service.	Basis of 10 miles an hour; pro rata on minute basis.
N2 class engines.....		5.00	do.....	
M31 class engines or heavier.....	4.75		do.....	
All other engines.....	4.50	4.75	do.....	
Pusher, helper, and work trains:				
J54 class engines or heavier.....	4.50		Overtime after 10 hours.	Do.
N2 class engines.....		5.00	do.....	
All other engines.....	4.30	4.75	do.....	
Local freight and pick-up service:				
J54 class engines or heavier.....	³ 4.85		do.....	Do.
N2 engines.....		5.25	do.....	
All other engines.....	³ 4.70	5.00	do.....	
Yard service:				
M37 and N1 class engines.....	4.50		do.....	Overtime after 10 hours.
M34 to M38 class engines, inclusive, J55s, N1s, and N2s.		4.50	do.....	
All other engines.....	4.00	4.10	do.....	
Through freight:				
N2 class engines.....		5.00		.50
All other engines.....		4.75		.475

¹ Exclusive of specified trips for which various rates are given.

² 100 miles or less, 10 hours or less, constitute a day. Overtime in 1911 paid for actual time on the basis of 10 hours a day or less, 100 miles or less.

³ Where this rate does not equal through rate for same distance, through rate to apply.

Rate of pay per day on any division in which the service is not covered by specified allowance:

M31 class engines or heavier.....	\$4.75
J54 class engines or heavier.....	4.65
All other engines.....	4.50

MICHIGAN CENTRAL RAILROAD CO.

On this railroad rates of pay to engineers in through and way freight and circus train service were not advanced as a result of the award of the arbitration board.

Passenger engineers received an increase of 10 cents a day, which amounted to 2.4 per cent. Engineers employed on work and wreck trains had their rates of pay advanced from 3.3 to 5.4 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	1910	1912	Increase.	
				Amount.	Per cent.
Passenger.....	Day.....	\$4.15	\$4.25	\$0.10	2.4
Through freight: ¹					
Engines with cylinders over 19 by 24.....	do.....	4.85	4.85	.00	.0
Engines with cylinders 19 by 24 and under.....	do.....	4.75	4.75	.00	.0
Way freight: ² 3-crewed way freights and locals.....	Month.....	117.50	117.50	.00	.0
Road work or wrecking train:					
Engines with cylinders over 19 by 24.....	Day.....	4.60	4.85	.25	5.4
Engines with cylinders 19 by 24 and under.....	do.....	4.60	4.75	.15	3.3
Circus train:					
Engines with cylinders over 19 by 24.....	do.....	4.85	4.85	.00	.0
Engines with cylinders 19 by 24 and under.....	do.....	4.75	4.75	.00	.0
Switching:					
Chicago district.....	Hour.....	.41	.41	.00	.0
At points where only 1 switch engine works.....	do.....	.39	.41	.02	5.1
All other points.....	do.....	.40	.41	.01	2.5
East division: Way freights.....	Month.....	117.50	117.50	.00	.0

¹ All single-crewed way freights or locals, 100 miles or less, 10 hours or less per day, rate of 60 cents per day in addition to through freight rate; overtime pro rata. Engineers in snowplow and flanger service, 100 miles or less, 10 hours or less a day, at through freight rates.

² Switching and caring for trains at all stands additional at schedule rates.

Rates of pay of locomotive engineers.

Class of service.	Rate.		Basis of a day's work.	
	1910	1912	1910	1912
Passenger, per day	\$4. 15	\$4. 25	100 miles or less...	100 miles or less.
Through freight: ¹				
Engines with cylinders over 19 by 24, per day ..	4. 85	4. 85	100 miles or less, 10 hours or less.	100 miles or less, 10 hours or less.
Engines with cylinders 19 by 24 and under, per day.	4. 75	4. 75	.....do.....	Do.
Way freight: ¹ 3-crewed way freights and locals, per month.	117. 50	117. 50	Overtime after 12 hours.	Overtime after 12 hours.
Road work or wrecking-train service:				
Engines with cylinders over 19 by 24, per day ..	4. 60	4. 85	10 hours or less....	10 hours or less.
Engines with cylinders 19 by 24 and under, per day.	4. 60	4. 75	.....do.....	Do.
Circus-train service:				
Engines with cylinders over 19 by 24, per day ..	4. 85	4. 85	.....do.....	Do.
Engines with cylinders 19 by 24 and under, per day.	4. 75	4. 75	.....do.....	Do.
Switching: ²				
Chicago district, per hour .....	. 41	. 41	Double-crewed engines, 10 hours or less; single-crewed engines, 11 hours or less.	Do.
At points where only 1 switch engine works, per hour.	. 39	. 41		
All other points, per hour .....	. 40	. 41		
East division: Way freights, per month.....	117. 50	117. 50	Overtime after 9 hours.	Overtime after 9 hours.

Class of service.	Overtime per hour.		Overtime per mile.	
	1910	1912	1910	1912
Passenger, per day		\$0. 50	\$0. 415	\$0. 425
Through freight: ¹				
Engines with cylinders over 19 by 24, per day	\$0. 485 .....	. 485	. 0485	. 0485
Engines with cylinders 19 by 24 and under, per day	0. 475 .....	. 475	. 0475	. 0475
Way freight: ¹ 3-crewed way freights and locals, per month.....	0. 45 .....	. 45	.....	.....
Road work or wrecking-train service:				
Engines with cylinders over 19 by 24, per day	0. 46 .....	. 485	. 046	. 0485
Engines with cylinders 19 by 24 and under, per day	0. 46 .....	. 475	. 046	. 0475
Switching: ²				
Chicago district, per hour	Single-crewed engines, pro rata.	. 41	.....	.....
At points where only 1 switch engine works, per hour.....	.....do.....	. 41	.....	.....
All other points, per hour .....	.....do.....	. 41	.....	.....

¹ All single-crewed way freights or locals, 100 miles or less, 10 hours or less per day. Rate of 60 cents per day in addition to through freight rates, overtime pro rata. Engineers in snow-plow and flanger service, 100 miles or less, 10 hours or less, a day, at through freight rates.

² Switching and caring for trains at all stands additional at schedule rate.

NEW YORK, CHICAGO & ST. LOUIS RAILROAD CO.

The rates of pay to passenger engineers on a trip basis were increased by the arbitration board between 3 and 4 per cent.

The increase in rates allowed in pick-up freight service ranged from 1.4 to 2.3 per cent; in through freight service, from three-tenths of 1 per cent to 2 per cent.

The hourly rates in yard service were increased 5.8 per cent and the trip rates in local freight service were advanced approximately 2 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	1910	1912	Increase.	
				Amount.	Per cent.
Passenger (specified runs):					
Buffalo division	Trip	\$4.75	\$4.93	\$0.18	3.8
Cleveland division	do	5.40	5.61	.21	3.9
Fort Wayne division	do	5.10	5.27	.17	3.3
Chicago division	do	5.85	5.99	.14	2.4
Passenger runs of 100 miles or less, not specified.	do	4.10	4.25	.15	3.7
Stony Island and La Salle Street Station, passenger transfer.	do	5.00	5.00	.00	0.0
Freight, pick-up:					
Buffalo division	do	5.70	5.70	.00	0.0
Cleveland division	do	6.45	6.60	.15	2.3
Fort Wayne division	do	6.10	6.20	.10	1.6
Chicago division	do	6.90	7.00	.10	1.4
Work train	Day	4.60	4.75	.15	3.3
Yard service: All yards.	Hour .....	.3875	.41	.0225	5.8
Through freight:					
Buffalo division	Trip	5.40	5.415	.015	0.3
Cleveland division	do	6.15	6.27	.12	2.0
Fort Wayne division	do	5.80	5.89	.09	1.6
Chicago division	do	6.60	6.65	.05	0.8
Local freight:					
Buffalo Junction to Conneaut	do	5.60	5.70	.10	1.8
Average rate per trip, specified runs	do	4.90	5.00	.10	2.0

Rates of pay of locomotive engineers.

Passenger service.	Rate per trip.		Mileage.		Overtime after.	
	1910	1912	1910	1912	1910	1912
Specified runs:						H. M.
Buffalo division	\$4.75	\$4.93	116	116	After 2 hours in excess of schedule time of regularly scheduled trains. All other trains after 12 hours.	5 48
Cleveland division	5.40	5.61	132	132		6 36
Fort Wayne division	5.10	5.27	124	124		6 12
Chicago division	5.85	5.99	141	141		7 3
Cleveland and Conneaut	15.40	4.25	136	67		5
Cleveland and Bellevue	15.30	4.25	128	65		5
Cleveland short runs	² 4.15	³ 5.61				12
Passenger runs of 100 miles or less, not specified.	4.10	4.25	(4)	(4)		5
Bellevue to Fostoria and return or reverse.	4.15		64			
Stony Island and LaSalle Street station, passenger transfer.	5.00	5.00			No overtime allowance.	

¹ And return, or reverse.

² Cleveland and Vermillion, and Cleveland and Dover excursion trains.

³ Cleveland to Vermillion and return, including going to Euclid Avenue or points between Broadway Depot and to Sheffield to turn engine.

⁴ 100 miles or less.

Rates of pay of locomotive engineers—Continued.

Through freight service.	Rate per trip.		Mileage.		Overtime after—	
	1910	1913	1910	1913	1910	1913
Specified runs:						<i>H. M.</i>
Buffalo division.....	\$5.40	\$5.415	114	114	12 hours.	11 24
Cleveland division.....	6.15	6.27	132	132	do.....	13 12
Fort Wayne division.....	5.80	5.89	124	124	do.....	12 24
Chicago division.....	6.60	6.65	140	140	do.....	14
Local freight:						
Buffalo Junction to Conneaut.....	5.60	5.70	114	114	do.....	11 24
Buffalo Junction to Brockton and return.....	4.90	5.00	96	96	10 hours.	10
Brockton and Conneaut.....	4.90	5.00	65	65	do.....	do.
Cleveland and Conneaut.....	4.90	5.00	68	68	do.....	do.
Cleveland and Bellevue.....	4.90	5.00	64	64	do.....	do.
Bellevue and Leipsic Junction.....	4.90	5.00	62	62	do.....	do.
Leipsic Junction and West Fort Wayne.....	4.90	5.00	62	62	do.....	do.
Fort Wayne and Knox.....	4.90	5.00	80	80	do.....	do.
Knox and Stony Island.....	4.90	5.00	61	81	do.....	do.
Freight service, pick-up rates.	Per trip.		Mileage.		Overtime after.	
	1910	1913	1910	1913	1910	1913
Runs:						<i>H. M.</i>
Buffalo division.....	\$5.70	\$5.70	114	114	12 hours...	11 24
Cleveland division.....	6.45	6.60	132	132	do.....	13 12
Fort Wayne division.....	6.10	6.20	124	124	do.....	12 24
Chicago division.....	6.90	7.00	140	140	do.....	14
Work train rates.	Rate per day.		Overtime after.		Overtime per hour.	
	1910	1913	1910	1913	1910	1913
All districts.....	\$4.60	\$4.75	10 hours...	10 hours...	\$0.46	\$0.475
Yard rates.					Rate per hour.	
					1910 ¹	1913 ²
Localities:						
Chicago.....					\$0.40	\$0.41
Fort Wayne.....					.39	.41
Fostoria.....					.37	.41
Bellevue.....					.39	.41
Cleveland.....					.395	.41
Conneaut.....					.39	.41
Erie.....					.37	.41
Buffalo.....					.395	.41

¹ 12 hours or less constitute a day. Overtime after 12 hours pro rata.² 10 hours or less constitute a day. Overtime pro rata after 10 hours.

NEW YORK, NEW HAVEN & HARTFORD RAILROAD CO.

Switching engineers on this railroad received no increase in rates of pay from the application of the award of the arbitration board. In local freight service an increase in rates of pay of 35 cents a day was granted, which amounted to 7.5 per cent.

The rates to passenger engineers were increased 3.7 per cent, and to engineers in all classes of freight service except local freight, 10 cents a day, or 2.2 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	1910	1912	Increase.	
				Amount.	Per cent.
Passenger:					
Standard.....	Mile.....	\$0.041	\$0.0425	\$0.0015	3.7
Minimum.....	Day.....	4.10	4.25	.15	3.7
Through freight, work trains, etc ¹	do.....	4.65	4.75	.10	2.2
Local freight.....	do.....	4.65	5.00	.35	7.5
Switching:					
Eight-hour yards.....	do.....	3.50	3.50	.00	.0
Ten-hour yards.....	do.....	4.10	4.10	.00	.0

¹ Includes wreck, pusher, helper, circus, and milk trains, 1913.

Rates of pay of locomotive engineers.

Class of service.	Rate per day.		Basis of a day's work.		Overtime, per hour.		Overtime per mile.	
	1910	1912	1910	1912	1910	1912	1910	1912
Passenger:								
Standard.....	¹ \$0.0410	\$0.0425	100 miles or less; 10 hours or less.	(²)	\$0.41	\$0.50	\$0.041	\$0.0425
Minimum.....	4.10	4.25	do.....	(²)	.41	.50	.041	.0425
Through freight, work trains, etc ³	4.65	4.75	do.....	100 miles or less; 10 hours or less.	.465	4.475	.0465	.0475
Local freight.....	4.65	5.00	do.....	do.....	.465	.50	.0465	.05
Switching:								
Eight-hour yards.....	3.50	3.50	8 hours or less.	8 hours or less.	Pro rata. ⁵	Pro rata. ⁵		
Ten-hour yards.....	4.10	4.10	10 hours or less.	10 hours or less.	do. ⁵	do. ⁵		

¹ Rate per mile.

² Local passenger service, 100 miles or less, 10 hours or less. Through passenger service, 100 miles or less. Overtime computed on basis of 20 miles per hour on the minute basis.

³ Includes wreck, pusher, helper, circus, and milk trains, 1913.

⁴ Overtime computed on basis of 10 miles per hour and paid for pro rata on minute basis.

⁵ Engineers on switching jobs in 1910 required to work overtime exceeding one-half of the regular day paid for 1 day.

NEW YORK, SUSQUEHANNA & WESTERN RAILROAD CO.—WILKES-BARRE & EASTERN RAILROAD.

Unusually large increases were secured by the engineers on this railroad as the result of the award of the arbitration board.

The rate per mile paid to passenger engineers was advanced 9 per cent; to through freight engineers, 18.8 per cent; and to local freight engineers, 25 per cent. Switching engineers had their rates of pay increased 65 cents a day, or 18.8 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	1910	1913	Increase.	
				Amount.	Per cent.
Passenger.....	Mile.....	\$0.039	\$0.0425	\$0.0035	9.0
Through freight.....	do.....	.04	.0475	.0075	18.8
Local freight.....	do.....	.04	.05	.01	25.0
Switching.....	Day.....	3.45	4.10	.65	18.8

Rates of pay of locomotive engineers.

Class of service.	Rate per—	1910	1913	Basis of day's work.		Overtime per hour.		Overtime per mile.	
				1910	1913	1910	1913	1910	1913
Passenger.....	Mile	\$0.039	\$0.0425	(1)	(1)	.....	\$0.50	.....	.....
Delaware branch.....	do.	.033							
Through freight.....	do.	.04	.0475	100 miles or less, 10 hours or less.	100 miles or less, 10 hours or less.	\$0.40	.475	\$0.04	\$0.0475
Local freight.....	do.	.04	.05	do.	do.	.40	.50	.04	.05
Switching.....	Day	3.45	4.10	10 hours or less.	10 hours or less.				
Lodi branch.....	do.	4.00							
Passaic branch.....	do.	4.00							

¹ Runs arranged to suit the service. For runs that can not be scheduled so that 100 miles or more can be made, 100 miles allowed.

PENNSYLVANIA RAILROAD CO.—LINES EAST.

On the Pennsylvania lines east of Pittsburgh the award of the arbitration board resulted in an increase in rates of pay to through passenger engineers ranging in general between 1 and 2 per cent and to local passenger engineers the advances secured were in general somewhat lower.

In through-freight service, as well as in helper and yard service, no increases in rates of pay were allowed. Engineers employed on work trains had their rates of pay advanced between 2 and 3 per cent.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Division.	Through passenger.				Local passenger.			
	Trip rate.		Increase.		Trip rate.		Increase.	
	1910	1912	Amount.	Per cent.	1910	1912	Amount.	Per cent.
Schuylkill.....	\$5.00	\$5.00	\$0.00	0.0	.....	.....	.....	.....
Tyrone.....	5.233	5.24	.007	.13	.....	.....	.....	.....
Bellwood.....	5.18	5.245	.065	1.3	.....	.....	.....	.....
Philadelphia.....	6.745	6.745	.00	.0	\$5.24	\$5.24	\$0.00	0.0
Middle.....	5.48	5.61	.13	2.4	5.40	5.40	.00	.0
Cresson.....	5.293	5.399	.106	2.0	.....	.....	.....	.....
Pittsburgh.....	5.13	5.13	.00	.0	6.437	6.508	.071	1.1
Conemaugh.....	.....	.....	.....	.....	5.69	5.736	.046	.8
Williamsport and Susquehanna.....	6.06	6.20	.14	2.3	5.418	5.515	.097	1.8
Renovo.....	5.243	5.303	.06	1.1	.....	.....	.....	.....
Trenton.....	7.279	7.381	.102	1.4	5.00	5.00	.00	.0
Elmira.....	.....	.....	.....	.....	5.433	5.458	.025	.5
Baltimore.....	4.17	4.17	.00	.0	5.34	5.38	.04	.7
Bedford.....	5.40	5.40	.00	.0	.....	.....	.....	.....
Monongahela.....	5.48	5.585	.105	1.9	.....	.....	.....	.....
New York.....	7.627	7.707	.08	1.0	.....	.....	.....	.....
Sumbury and Shamokin.....	6.72	6.89	.17	2.5	5.395	5.443	.048	.9
Allegheny.....	5.915	6.055	.14	2.4	5.021	5.09	.069	1.4
Maryland.....	6.623	6.67	.047	.7	5.239	5.275	.036	.7
Camden Terminal.....	5.47	5.47	.00	.0	.....	.....	.....	.....
Delaware.....	5.589	5.664	.075	1.3	.....	.....	.....	.....
Central.....	4.902	4.902	.00	.0	.....	.....	.....	.....
Buffalo.....	6.395	6.48	.085	1.3	4.898	4.904	.006	.12

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912—Continued.

Division.	Through freight.				Local freight.			
	Trip rate.		Increase.		Trip rate.		Increase.	
	1910	1912	Amount.	Per cent.	1910	1912	Amount.	Per cent.
Schuylkill.....	\$5.33	\$5.33	\$0.00	0.0	\$5.601	\$5.756	\$0.155	2.8
Tyrone.....	4.224	4.224	.00	.0	5.33	5.61	.28	5.3
Bellwood.....	3.341	3.341	.00	.0	5.33	5.61	.28	5.3
Philadelphia.....	6.337	6.354	.017	.3				
Middle.....	5.295	5.295	.00	.0	5.759	6.047	.288	5.0
Cresson.....	5.124	5.124	.00	.0	5.33	5.61	.28	5.3
Pittsburgh.....	4.928	4.928	.00	.0	5.391	5.661	.27	5.0
Conemaugh.....	5.007	5.007	.00	.0	5.422	5.705	.283	5.2
Williamsport and Susquehanna.....	5.849	5.849	.00	.0	5.38	5.61	.23	4.3
Renovo.....	3.171	3.171	.00	.0	4.304	4.488	.184	4.3
Trenton.....	5.33	5.33	.00	.0	5.711	6.01	.299	5.2
Elmira.....	5.493	5.493	.00	.0	5.58	5.61	.03	.5
Baltimore.....	7.269	7.269	.00	.0	5.38	5.61	.23	4.3
Bedford.....	5.138	5.138	.00	.0	5.33	5.61	.28	5.3
Monongahela.....	5.419	5.419	.00	.0	5.642	5.929	.287	5.1
New York.....	6.729	6.729	.00	.0	5.33	5.61	.28	5.3
Sunbury and Shamokin.....	5.378	5.378	.00	.0	5.477	5.695	.218	4.0
Allegheny.....	4.716	4.716	.00	.0	5.828	6.12	.292	5.0
Maryland.....	4.918	4.918	.00	.0				
Camden Terminal.....					6.364	6.489	.125	2.0
Delaware.....	5.33	5.33	.00	.0	5.591	5.883	.292	5.2
Central.....					5.525	5.815	.29	5.2
Buffalo.....	5.485	5.485	.00	.0	5.609	5.888	.279	5.0

Division.	Helper.				Passenger and freight.			
	Trip rate.		Increase.		Trip rate.		Increase.	
	1910	1912	Amount.	Per cent.	1910	1912	Amount.	Per cent.
Tyrone.....	\$1.07	\$1.07	\$0.00	0.0				
Philadelphia.....	6.148	6.148	.00	.0				
Cresson.....	5.33	5.33	.00	.0				
Pittsburgh.....	3.398	3.403	.005	.1	\$5.575	\$5.575	\$0.00	0.0
Conemaugh.....	5.33	5.33	.00	.0				
Renovo.....	2.767	2.767	.00	.0				
Baltimore.....	1.688	1.688	.00	.0				
Bedford.....	2.67	2.67	.00	.0				
Sunbury and Shamokin.....	1.60	1.60	.00	.0				
Allegheny.....					5.825	6.12	.295	5.1

Division.	Light engine.				Miscellaneous.			
	Trip rate.		Increase.		Trip rate.		Increase.	
	1910	1912	Amount.	Per cent.	1910	1912	Amount.	Per cent.
Philadelphia.....	\$4.795	\$4.795	\$0.00	0.0				
Elmira.....					\$5.33	\$5.33	\$0.00	0.0
Maryland.....	1.191	1.194	.003	.3				

¹ Average of freight and passenger helper combined.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912—Continued.

Division.	Work train.				Yard. ¹			
	Rate per hour.		Increase.		Rate per hour, B8 or larger.		Rate per hour, smaller than B8.	
	1910	1912	Amount.	Per cent.	1910	1912	1910	1912
Schuylkill.....	\$0.488	\$0.498	\$0.01	2.0				
Tyrone.....	.485	.498	.013	2.7	\$0.435	\$0.435	\$0.41	\$0.41
Bellwood.....	.485	.498	.013	2.7	.435	.435	.41	.41
Philadelphia.....	.488	.498	.01	2.0	.435	.435	.41	.41
Middle.....	.488	.499	.011	2.3	.435	.435	.41	.41
Altoona shop yard.....	.488	.498	.01	2.0	.435	.435	.41	.41
Cresson.....	.485	.498	.013	2.7	.435	.435	.41	.41
Pittsburgh.....	.488	.498	.01	2.0	.435	.435	.41	.41
Conemaugh.....	.488	.498	.01	2.0	.435	.435	.41	.41
Williamsport and Susquehanna.....	.488	.498	.01	2.0	.435	.435	.41	.41
Renovo.....	.488	.498	.01	2.0	.435	.435	.41	.41
Elmira.....	.485	.498	.013	2.7	.435	.435	.41	.41
Baltimore.....	.488	.498	.01	2.0	.435	.435	.41	.41
Bedford.....	.485	.498	.013	2.7	.435	.435	.41	.41
Monongahela.....	.488	.498	.01	2.0	.435	.435	.41	.41
New York.....	.485	.498	.013	2.7	.448	.448	.42	.42
Sunbury and Shamokin.....	.488	.498	.01	2.0	.435	.435	.41	.41
Allegheny.....	.488	.498	.01	2.0	.435	.435	.41	.41
Maryland.....	.496	.504	.008	1.6	.435	.435	.41	.41
Camden Terminal.....	.485	.498	.013	2.7	.435	.435	.41	.41
Delaware.....	.485	.498	.013	2.7	.435	.435	.41	.41
Central.....	.485	.498	.013	2.7				
Buffalo.....	.488	.500	.012	2.5	.435	.435	.41	.41
Philadelphia terminal.....					.435	.435	.41	.41

¹ No increase.

Average rate of pay per trip of locomotive engineers.

Division.	Through passenger.				Local passenger.			
	Trip rate.		Overtime.		Trip rate.		Overtime.	
	1910	1912	1910	1912	1910	1912	1910	1912
Schuylkill.....	\$5.00	\$5.00	\$0.415	\$0.50				
Tyrone.....	5.233	5.24	.415	.50				
Bellwood.....	5.18	5.245						
Philadelphia.....	6.745	6.745	.415	.50	\$5.24	\$5.24	\$0.415	\$0.50
Middle.....	5.48	5.61	.415	.50	5.40	5.40	.415	.50
Cresson.....	5.293	5.399	.415	.50				
Pittsburgh.....	5.13	5.13	.415	.50	6.437	6.508	.415	.50
Conemaugh.....					5.69	5.736	.415	.50
Williamsport and Susquehanna.....	6.06	6.20	.415	.50	5.418	5.515	.415	.50
Renovo.....	5.243	5.303	.415	.50				
Trenton.....	7.279	7.381	.415	.50	5.00	5.00	.415	.50
Elmira.....					5.433	5.458	.415	.50
Baltimore.....	4.17	4.17	.415	.50	5.34	5.38	.415	.50
Bedford.....	5.40	5.40	.415	.50				
Monongahela.....	5.48	5.585	.429	.486				
New York.....	7.627	7.707	.415	.50				
Sunbury and Shamokin.....	6.72	6.89	.415	.50	5.395	5.443	.415	.50
Allegheny.....	5.915	6.055	.415	.50	5.021	5.09	.415	.50
Maryland.....	6.623	6.67	.415	.50	5.239	5.275	.415	.50
Camden Terminal.....	5.47	5.47	.415	.50				
Delaware.....	5.589	5.664	.415	.50				
Central.....	4.902	4.902	.415	.50				
Buffalo.....	6.395	6.48	.415	.50	4.898	4.904	.415	.50

Average rate of pay per trip of locomotive engineers—Continued.

Division.	Through freight.				Local freight.			
	Trip rate.		Overtime.		Trip rate.		Overtime.	
	1910	1912	1910	1912	1910	1912	1910	1912
Schuylkill.....	\$5.33	\$5.33	\$0.485	\$0.485	\$5.601	\$5.756	\$0.497	\$0.51
Tyrone.....	4.224	4.224	.486	.486	5.33	5.61	.485	.51
Bellwood.....	3.341	3.341	.485	.485	5.33	5.61	.485	.51
Philadelphia.....	6.337	6.354	.487	.487				
Middle.....	5.295	5.295	.485	.485	5.759	6.047	.489	.51
Cresson.....	5.124	5.124	.485	.485	5.33	5.61	.485	.51
Pittsburgh.....	4.928	4.928	.486	.486	5.391	5.661	.49	.51
Conemaugh.....	5.007	5.007	.486	.486	5.422	5.705	.485	.51
Williamsport and Susquehanna.....	5.849	5.849	.486	.486	5.38	5.61	.49	.51
Renovo.....	3.171	3.171	.485	.485	4.304	4.488	.49	.51
Trenton.....	5.33	5.33	.485	.485	5.711	6.01	.485	.51
Elmira.....	5.493	5.493	.485	.485	5.58	5.61	.485	.51
Baltimore.....	7.269	7.269	.485	.485	5.38	5.61	.49	.51
Bedford.....	5.138	5.138	.485	.485	5.33	5.61	.485	.51
Monongahela.....	5.419	5.419	.485	.485	5.642	5.929	.488	.51
New York.....	6.729	6.729	.485	.485	5.33	5.61	.485	.51
Sunbury and Shamokin.....	5.378	5.378	.486	.486	5.477	5.695	.49	.51
Allegheny.....	4.716	4.716	.486	.486	5.828	6.12	.489	.51
Maryland.....	4.918	4.918	.492	.492				
Camden Terminal.....					6.364	6.489	.485	.51
Delaware.....	5.33	5.33	.485	.485	5.591	5.883	.485	.51
Central.....					5.525	5.815	.485	.51
Buffalo.....	5.485	5.485	.489	.489	5.609	5.888	.486	.51

Division.	Helper.				Passenger and freight.			
	Trip rate.		Overtime.		Trip rate.		Overtime.	
	1910	1912	1910	1912	1910	1912	1910	1912
Tyrone.....	\$1.07	\$1.07	\$0.485	\$0.485				
Philadelphia.....	6.148	6.148	.485	.485				
Cresson.....	5.33	5.33	.485	.485				
Pittsburgh.....	1 3.398	1 3.403	1 .452	1 .487	\$5.575	\$5.575	\$0.485	\$0.485
Conemaugh.....	5.33	5.33	.485	.485				
Renovo.....	2.767	2.767	.485	.485				
Baltimore.....	1.638	1.638	.485	.485				
Bedford.....	2.67	2.67	.485	.485				
Sunbury and Shamokin.....	1.60	1.60	.485	.485				
Allegheny.....					5.825	6.12	.488	.510

Division.	Light engine.				Miscellaneous.			
	Trip rate.		Overtime.		Trip rate.		Overtime.	
	1910	1912	1910	1912	1910	1912	1910	1912
Philadelphia.....	\$4.795	\$4.795	\$0.485	\$0.485				
Elmira.....					\$5.33	\$5.33	\$0.485	\$0.485
Maryland.....	1.191	1.194	.485	.485				

¹Average of freight and passenger helper combined.

Average rate of pay per hour of locomotive engineers.

Division.	Work trains.		Yard.			
	1910	1912	B8 or larger.		Smaller than B8.	
			1910	1912	1910	1912
Schuylkill.....	\$0.488	\$0.498				
Tyrone.....	.485	.498	\$0.435	\$0.435	\$0.41	\$0.41
Bellwood.....	.485	.498	.435	.435	.41	.41
Philadelphia.....	.488	.498	.435	.435	.41	.41
Middle.....	.488	.499	.435	.435	.41	.41
Altoona Shop Yard.....	.488	.499	.435	.435	.41	.41
Cresson.....	.485	.498	.435	.435	.41	.41
Pittsburgh.....	.488	.498	.435	.435	.41	.41
Conemaugh.....	.488	.498	.435	.435	.41	.41
Williamsport and Susquehanna.....	.488	.498	.435	.435	.41	.41
Renovo.....	.488	.498	.435	.435	.41	.41
Elmira.....	.485	.498	.435	.435	.41	.41
Baltimore.....	.488	.498	.435	.435	.41	.41
Bedford.....	.485	.498	.436	.435	.41	.41
Monongahela.....	.488	.498	.435	.435	.41	.41
New York.....	.485	.498	.448	.448	.42	.42
Sunbury and Shamokin.....	.488	.498	.435	.435	.41	.41
Allegheny.....	.488	.498	.435	.435	.41	.41
Maryland.....	.496	.504	.435	.435	.41	.41
Camden Terminal.....	.485	.498	.435	.435	.41	.41
Delaware.....	.485	.498	.435	.435	.41	.41
Central.....	.485	.498				
Buffalo.....	.488	.50	.435	.435	.41	.41
Philadelphia Terminal.....			.435	.435	.41	.41

PITTSBURGH & LAKE ERIE RAILROAD CO.

As a result of the application of the award of the arbitration board rates of pay on this railroad to engineers in passenger and freight service, as a general rule, were increased 15 cents per day or per trip.

Exceptions to this are to be noted in the case of yard service, where the engineers received an increase of only 1 cent a day, and in passenger service on a mileage basis where the existing rates were not advanced.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	Pay.		Increase.	
		1910	1912	Amount.	Per cent.
Average rate, specified runs.....	Trip.....	\$5.42	\$5.50	\$0.08	1.5
All runs not specified.....	do.....	4.60	4.75	.15	3.3
Way freight ¹	Day.....	4.85	5.00	.15	3.1
Drag service.....	do.....	4.85	5.00	.15	3.1
Work train.....	do.....	4.80	4.80	.00	.0
Wreck train.....	do.....	4.60	4.60	.00	.0
Pusher (1910, Rankin pusher).....	do.....	4.60	4.75	.15	3.3
Yard service.....	do.....	4.50	4.51	.01	.2
Passenger.....	Mile.....	.043	.043	.00	.0

¹ Way freight rates also apply to trains 224, 225, 86, 2d 73, and circus trains.

Rates of pay of locomotive engineers.

	Rate per trip.		Basis of a day's work.		Overtime per hour.	
	1910	1912	1910	1912	1910	1912
SPECIFIED RUNS.						
McKees Rocks and Haselton.....	\$4.60	\$4.75	10 hours or less....	10 hours or less....	\$0.47	\$0.475
McKees Rocks and Dickerson Run.	4.60	4.75	do.....	do.....	.47	.475
McKees Rocks and Glassport, round trip.	4.60	4.75	do.....	do.....	.47	.475
McKees Rocks and Newell.....	4.60	4.75	do.....	do.....	.47	.475
McKees Rocks and Ferrona.....	4.80	4.95	do.....	do.....	.47	.475
McKees Rocks and Smithdale, round trip.	5.45	5.45	12 hours or less....	12 hours or less....	.47	.475
McKees Rocks and New Castle, round trip.	6.25	6.25	14 hours or less....	14 hours or less....	.47	.475
McKees Rocks and Jacobs Creek, round trip.	6.35	6.35	do.....	do.....	.47	.475
McKees Rocks to Thirty-fourth Street, to Monaca and return to McKees Rocks, or vice versa.	.....	5.00	.....	10 hours or less....	.....	.50
McKees Rocks and L. S. & M. S. yard (Youngstown) or Brier Hill and return to Haselton.	5.45	5.60	10 hours or less....	do.....	.47	.475
Haselton, Pittsburgh, and McKees Rocks.	4.80	4.95	do.....	do.....	.47	.475
Glassport and points on the Monongahela division between Belle Vernon and Newell, inclusive, round trip.	4.70	4.75	do.....	do.....	.47	.475
Glassport and Haselton.....	6.25	6.25	14 hours or less....	14 hours or less....	.47	.475
Glassport and L. S. & M. S. yard (Youngstown) or Brier Hill and return to Haselton.	7.15	7.15	do.....	do.....	.47	.475
Dickerson Run and Rankin, round trip.	6.35	6.35	do.....	do.....	.47	.475
Newell and Rankin, round trip...	6.15	6.15	13 hours or less....	13 hours or less....	.47	.475
Haselton and New Castle, round trip.	4.60	4.75	10 hours or less....	10 hours or less....	.47	.475
All runs not specified.....	4.60	4.75	do.....	do.....	.47	.475
SPECIFIED SERVICE.						
Way freight ¹	² 4.85	² 5.00	do.....	do.....	.47	.50
Drag service.....	² 4.85	² 5.00	do.....	do.....	.47	.50
Work-train service.....	² 4.80	² 4.75	12 hours or less....	do.....	.47	.475
Wreck-train service.....	² 4.60	² 4.75	10 hours or less....	do.....	.47	.475
Pusher (1910, Rankin pusher).....	² 4.60	² 4.75	12 hours or less....	do.....	.47	.475
Yard service.....	² 4.50	² 4.51	11 hours or less....	11 hours or less....	.41	.41
Passenger service.....	³ .043	³ .043	100 miles or less....	100 miles or less....	⁴ .43	⁴ .50

¹ Way-freight rates also apply to trains 224, 225, 86, 2d 73, and circus trains.² Rate per day.³ Rate per mile.⁴ When passenger engines arrive at ashpit 45 minutes after schedule time of arrival at terminal, 1 hour allowed in addition to the mileage; when arriving at coal dock 1 hour and 15 minutes late, 2 hours paid.

TOLEDO & OHIO CENTRAL RAILWAY CO.

Passenger engineers on this railway were granted an advance of 16.4 per cent on a mileage basis by the decision of the arbitration board.

No increases in rates of pay in through freight service on engines with cylinders 21 inches or over in diameter were allowed. On through classes of engines in this branch of the service rates of pay were increased from 3.3 to 5.6 per cent. Engineers on local, work, and wreck train service had their rates of pay increased 25 cents a day; and in mine-run service, 50 cents a day. In through freight service the minimum guaranty per month during light-traffic conditions was in the case of regular engineers advanced from \$100 to \$125 and to extra engineers from \$65 to \$80.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	1910	1913	Increase.	
				Amount.	Per cent.
Passenger.....	Mile.....	\$0.0365	¹ \$0.0425	\$0.006	16.4
Through freight:					
Engines of 21-inch cylinders or over.....	..do.....	.0475	¹ .0475	.00	0.0
Engines of 20-inch cylinders.....	..do.....	.046	¹ .0475	.0015	3.3
Engines of less than 20-inch cylinders.....	..do.....	.045	¹ .0475	.0025	5.6
Local freight:					
Locals 71, 72, 88, and 89.....	Day.....	4.90	5.15	.25	5.1
All other locals.....	..do.....	4.75	5.00	.25	5.3
Mine runs.....	..do.....	4.25	4.75	.50	11.8
Work, wreck, circus trains, etc.....	..do.....	4.50	4.75	.25	5.6
Switching.....	Hour.....	.40	.41	.01	2.5

¹ Minimum rate.

Rates of pay of locomotive engineers.

Class of service.	Rate per—	1910	1913	Overtime per hour.		Basis of day's work.	
				1910	1913	1910	1913
Passenger.....	Mile.....	\$0.0365	¹ \$0.0425	\$0.45	\$0.50	.....	100 miles or less.
Through freight:							
Engines of 21-inch cylinders or over.....	..do.....	.0475	¹ .0475	.475	.475	100 miles or less.	do.
Engines of 20-inch cylinders.....	..do.....	.046	¹ .0475	.46	.475	..do.....	do.
Engines of less than 20-inch cylinders.....	..do.....	.045	¹ .0475	.45	.475	..do.....	do.
Local freight:							
Locals 71, 72, 88, and 89.....	Day.....	4.90	5.15	.49	.515	10 hours or less.	10 hours or less, 100 miles or less.
All other locals.....	..do.....	4.75	5.00	.475	.50	..do.....	do.
Mine runs.....	..do.....	4.25	4.75	.425	.475	..do.....	do.
Work, wreck, circus trains, etc.....	..do.....	4.50	4.75	.45	.475	10 hours or less, 100 miles or less.	do.
Helpers:							
Columbus-Amlin (one way).....	.....	2.00	(²)	.....	.....	Overtime after 5 hours.	
Corning-New Lexington.....	.....	2.00	(²)	.....	.....	..do.....	
Corning-New Lexington (both ways).....	.....	2.50	(²)	.....	.....	Overtime after 6 hours.	
Switching.....	Hour.....	.40	.41	.40	.41	10 hours or less.	10 hours or less.
Minimum guaranty in through freight service during light business continuing 30 days:							
Regular engineers.....	Month..	100.00	125.00	.....	.....	.....
Extra engineers.....	..do.....	65.00	80.00	.....	.....	.....
Allowance for yard service when force reduced to a minimum.....	..do.....	100.00	100.00	.....	.....	.....
Called for service and not used.....	.....	1.25	1.25	.....	.....	.....

¹ Minimum rate.

² Through freight rates.

TOLEDO, ST. LOUIS & WESTERN RAILROAD CO.

Passenger engineers employed by this railroad had their rates of pay advanced 45 cents a day by the arbitration award. Through freight and ballast train engineers were advanced 5 cents a day, and local and work train engineers and engineers in helper service 40 cents a day.

The advances made to yard engineers ranged from 10 to 40 cents a day, according to the location of the yard in which they were employed.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per day.		Increase.	
	1911	1912	Amount.	Per cent.
Passenger.....	\$3.80	\$4.25	\$0.45	11.8
Through freight.....	4.70	4.75	.05	1.1
Local freight.....	4.60	5.00	.40	8.7
Work and helper.....	4.35	4.75	.40	9.2
Ballast, gravel, circus trains, etc.....	4.70	4.75	.05	1.1
Yard—				
Madison and East St. Louis.....	4.00	4.10	.10	2.5
Toledo.....	3.90	4.10	.20	5.1
All other yards.....	3.70	4.10	.40	10.8

Rates of pay of locomotive engineers.

Class of service.	Rate per day.		Overtime per hour.		Basis of day's work.	
	1911	1912	1911	1912	1911	1912
Passenger.....	\$3.80	\$4.25	\$0.38	\$0.70	100 miles or less...	100 miles or less.
Through freight.....	4.70	4.75	.47	.475	.....do.....	100 miles or less; 10 hours or less.
Local freight.....	4.60	5.00	.46	.50	.....do.....	100 miles or less.
Work and helper.....	4.35	4.75	.435	.475	.....do.....	do.
Ballast, gravel, circus trains, etc.....	4.70	4.75	.47	.475	.....do.....	do.
Yard—						
Madison and East St. Louis.....	4.00	¹ 4.10	.40	¹ .41	10 hours or less....	10 hours or less.
Toledo.....	3.90	¹ 4.10	.39	¹ .41	.....do.....	do.
All other.....	3.70	¹ 4.10	.37	¹ .41	.....do.....	do.

¹ All switching service.

WHEELING & LAKE ERIE RAILROAD CO., WABASH-PITTSBURGH TERMINAL RAILWAY CO., WEST SIDE BELT RAILROAD CO.

No increases in rates of pay to engineers in regularly assigned passenger service on this railroad were made by the arbitration board. On a mileage basis passenger engineers had their rates of pay advanced 11.8 per cent. The standard minimum rate per mile in through freight service was also increased 5.6 per cent by the award of the arbitration board, 25 cents per 100 miles or less being added to through freight rates in 1912, for local freight service.

In yard service, the rates paid per hour were in some instances increased 1 cent, and in others 3 cents.

Rates of pay of locomotive engineers.

Class of service.	Rate per—	1910	1912	Basis of a day's work.		Overtime.	
				1910	1912	1910	1912
Passenger ¹	Mile....	² \$0.038	\$0.0425	100 miles or less.	100 miles or less.	³ \$0.45	³ \$0.50
Regularly assigned passenger.	Month.	132.50	132.50	.....	.....	.....	.....
Through freight: ⁴ Standard minimum rate.	Mile....	.045	.0475	100 miles or less.	100 miles or less, 10 hours or less.	5.045	5.0475
Engines with cylinders: 20 by 26 inches or over.	do....	.047	.....	do....	.....	5.047	.....
Mallet or articulated compound engines.	Day....	.....	5.25	.....	100 miles or less, 10 hours or less.	.....	5.0525
Local freight: Small engine.....	Mile....	.046	(⁵)	100 miles or less.	do....	5.046	(⁵)
Engines with cylinders 21 by 30 or over.	do....	.048	(⁵)	do....	do....	5.048	(⁵)
Mine, work and helper.....	do....	.044	(⁵)	do....	do....	5.044	(⁷)
Yard: Toledo, Huron, Cleveland, Canton, Mingo, Columbia, Brewster, and Rook.	Hour...	.40	.41	10 hours or less.	10 hours or less.	3.40	3.41
All other yards.....	do....	.38	.41	do....	do....	3.38	3.41
Watching engine.....	do....	.40	.46	.....	.....	.....	.....
Breaking in engines....	Day....	4.25	4.75	10 hours or less.	10 hours or less.	.....	3.0475

¹ Overtime on speed basis of 20 miles per hour.

² For freight engines with cylinders 21 by 30 or larger, 4 cents a mile.

³ Per hour.

⁴ Overtime on speed basis of 10 miles per hour, actual minutes counted. All over 100 miles, pro rata.

⁵ Per mile.

⁶ 25 cents per 100 miles or less added for local freight service to through freight rates, according to class of engines. Miles over 100 paid for pro rata.

⁷ Through freight rates apply on all work, wreck, pusher or helper, mine runs or roustabout, circus trains, and to trains established for the exclusive purpose of handling milk; all according to class of engines. Overtime computed on minute basis.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration, effective May 1, 1912.

Class of service.	Rate per—	1910	1912	Increase.	
				Amount.	Per cent.
Passenger.....	Mile.....	¹ \$0.038	\$0.0425	\$0.0045	11.8
Regularly assigned passenger.....	Month.....	132.50	132.50	.00	.0
Through freight: ² Standard minimum rate.....	Mile.....	.045	.0475	.0025	5.6
Yard: Toledo, Huron, Cleveland, Canton, Mingo, Columbia, Brewster, and Rook.	Hour.....	.40	.41	.01	2.5
All other yards.....	do.....	.38	.41	.03	7.9

¹ For freight engines with cylinders 21 by 30 or larger, 4 cents a mile.

² 25 cents per 100 miles or less added for local freight service, to through freight rates, in 1912, according to class of engine.

EFFECT OF APPLICATION OF AWARD OF ARBITRATION BOARD ON
INDIVIDUAL RAILROADS.

No uniform basis for the payment of locomotive engineers has up to the present time been adopted in the territory east of the Ohio and north of the Potomac rivers. Some railroads classify their rates of pay according to the size of cylinders, others according to weight on drivers, still others according to the number of wheels and according to the trade name of the engines. Not until the year 1913 were the rates of pay to locomotive firemen in the eastern territory standardized according to weight on drive wheels, and the same basis of payment both to engineers and firemen in the West was not adopted until the year 1915. As a consequence it was impossible, with the printed working schedules as a basis, to make any comparative study as to how rates of pay to engineers and firemen were affected by awards of arbitration boards. Methods of wage payment were frequently changed by the application of the decision of arbitration boards.

Under these conditions it was decided to use as a basis of comparison of rates of pay the classification of locomotives required by the Interstate Commerce Commission. Up to the fiscal year 1915 this classification was uniformly used by the railroads in reporting to the commission. In the following comparisons the figures relative to the number of locomotives and their average weight on drivers (tons), prior to the fiscal year 1915, are based on information secured from pages 103 to 107 of the annual reports of the carriers to the Interstate Commerce Commission. In the form of annual report adopted for use in 1915 there were considerable changes made throughout and locomotive classification was furnished in a different manner by the carriers. Because of this variation it was necessary to request the railroad companies to furnish data on locomotive equipment that would be comparable with prior years.

After the information as to number and weight of locomotives in the various classifications was secured from the annual reports of the railroads to the Interstate Commerce Commission, printed forms were mailed to the companies to be filled out. Each sheet was divided into three similar sections, providing for single expansion, four-cylinder compound, and two-cylinder compound or cross-compound locomotives. The information requested from the carriers was as follows:

- (a) Class of service in which each locomotive was engaged.
- (b) Number of locomotives of each class.
- (c) Rates of pay per day of 100 miles or 10 hours or less to (1) engineers, (2) firemen.

Because of the change in the 1915 reports, mentioned above, a special sheet for this year was prepared and sent to the railroad companies requesting, in addition to the other inquiries listed, the average weight on drivers (tons) of locomotives. The printed forms sent to the railroads were for the fiscal years prior and subsequent to any arbitration proceedings they were involved in, either with their engineers or firemen.

In the following derivative tables, rates of pay to locomotive engineers are shown prior and subsequent to the award of the arbitration board in eastern territory of November 2, 1913.

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines.

BALTIMORE & OHIO R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	20	24	36	40				
Switching:								
First-class yards.....					\$4.15	\$4.15	\$0.00	0.0
Second-class yards.....					4.00	4.10	.10	2.5
Class A3, 000>.....	138	136	54	54				
Switching:								
First-class yards.....					4.15	4.15	.00	.0
Second-class yards.....					4.00	4.10	.10	2.5
Class A4, 0000>.....	26	6	90	68				
Switching:								
First-class yards.....					4.15	4.15	.00	.0
Second-class yards.....					4.00	4.10	.10	2.5
Class B3, 0000>.....	52	46	49	49				
Freight.....					4.45	4.75	.30	6.7
Class B4, 00000>.....	1,169	1,183	83	83				
Freight:								
173,000 and less than 274,000 pounds.....					4.85	4.85	.00	.0
140,000 to 173,000 pounds on drivers.....					4.70	4.75	.05	1.1
All other engines.....					4.60	4.75	.15	3.3
Class C2, 0000>.....	186	169	35	35				
Passenger.....					4.00	4.25	.25	6.3
Class C3, 00000>.....	284	277	53	54				
Passenger.....					4.00	4.25	.25	6.3
Freight.....					4.10	4.85	.75	18.3
Class E4, 000000>.....	161	322	109	111				
Freight.....					5.00	5.00	.00	.0
Class F2, 00000>.....	52	52	58	58				
Passenger.....					4.10	4.25	.15	3.7
Class F3, 000000>.....	75	105	81	81				
Passenger.....					4.25	4.25	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class A6, 000000>.....	1	1	167	167				
Freight.....					5.40	5.40	.00	.0
Class 0000-0000>.....	20	30	231	232				
Freight.....					6.00	6.00	.00	.0
Class 0000-00000>.....	1	1	155	155				
Switching.....					4.50	5.40	.90	20.0
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class C3, 00000>.....	9		65					
Passenger.....					4.85			

BESSEMER & LAKE ERIE R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	13	13	69	69	\$4.47	\$4.47	\$0.00	0.0
Switching.....								
Class B3, 0000>.....	25	25	62	62				
Switching.....					4.47	4.47	.00	0.0
Through freight.....					5.00	5.00	.00	0.0
Local freight.....					5.00	5.25	.25	5.0
Regular passenger.....						4.25		
Excursion.....						4.60		
Class B4, 00000>.....	109	119	86	87				
Switching.....					4.47	4.47	.00	0.0
Through freight.....					5.00	5.00	.00	0.0
Local freight.....					5.00	5.25	.25	5.0
Freight, engines 112 and 114 tons.....					5.35	5.35	.00	0.0
Class C2, 0000>.....	15	10	37	44				
Regular passenger.....					4.20	4.25	.05	1.2
Excursion.....						4.60		
Class C3, 00000>.....	7	7	47	47				
Switching.....					4.47	4.47	.00	0.0
Regular passenger.....					4.20	4.25	.05	1.2
Excursion.....						4.60		
Freight:								
Through.....					5.00	5.00	.00	0.0
Local.....					5.00	5.25	.25	5.0
Class F3, 000000>.....		4		72				
Regular passenger.....						4.25		
Excursion.....						4.60		

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

BOSTON & MAINE R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	37	20	35	36				
Switching.....					\$4.00	\$4.10	\$0.10	2.5
Class A3, 000>.....	191	201	57	57				
Switching.....					4.00	4.10	.10	2.5
Class B3, 0000>.....	176	173	60	60				
Freight:								
Through.....					4.30	4.75	.45	10.5
Local.....					4.30	5.00	.70	16.3
Class B4, 00000>.....	152	222	78	76				
Through freight.....					4.70	4.75	.05	1.1
Local freight.....					4.70	5.00	.30	6.4
Class C2, 0000>.....	336	304	36	34				
Passenger.....					4.00	4.25	.25	6.3
Class C3, 00000>.....	137	140	50	50				
Passenger.....					4.00	4.25	.25	6.3
Through freight.....					4.30	4.75	.45	10.5
Local freight.....					4.30	5.00	.70	16.3
Class C4, 000000>.....	18	18	64	64				
Through freight.....					4.70	4.75	.05	1.1
Local freight.....					4.70	5.00	.30	6.4
Class F2, 00000>.....	37	36	44	44				
Passenger.....					4.10	4.25	.15	3.7
Class F3, 000000>.....	52	71	73	73				
Passenger.....					4.10	4.25	.15	3.7
Class G2, 0000>.....	3	1	33	33				
Passenger.....					4.00	4.25	.25	6.3
Class H3, 000000>.....	7	7	45	45				
Passenger.....					4.00	4.25	.25	6.3
Class, electric, 0000000>.....	5	5	100	100				
Passenger.....					4.70	4.75	.05	1.1
Freight.....					4.70	4.75	.05	1.1
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class B4, 00000>.....	7	6	75	75				
Through freight.....					4.70	4.75	.05	1.1
Local freight.....					4.70	5.00	.30	6.4
Class C3, 00000>.....	14	4	52	52				
Passenger.....					4.00	4.25	.25	6.3
Through freight.....					4.30	4.75	.45	10.5
Local freight.....					4.30	5.00	.70	16.3

BUFFALO, ROCHESTER & PITTSBURGH RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	7	6	63	67				
Switching.....					\$4.00	\$4.10	\$0.10	2.5
Class B3, 0000>.....	2	2	44	44				
Switching.....					4.00	4.10	.10	2.5
Class B4, 00000>.....	177	186	77	77				
Switching.....					4.00	4.10	.10	2.5
Freight.....					4.75	4.75	.00	.0
Class B5, 000000>.....	8	8	122	122				
Freight.....					4.95	5.00	.05	1.0
Class C2, 0000>.....	6	5	34	35				
Passenger.....					4.00	4.25	.25	6.3
Class C3, 00000>.....	15	15	51	52				
Passenger.....					4.00	4.25	.25	6.3
Freight.....					4.75	4.75	.00	.0
Switching.....					4.00	4.10	.10	2.5
Class C4, 000000>.....	50	34	66	67				
Freight.....					4.75	4.75	.00	.0
Switching.....					4.00	4.75	.75	18.8
Class E4, 000000>.....	7	28	109	109				
Freight.....					4.75	5.00	.25	5.3
Class F2, 00000>.....	15	15	49	51				
Passenger.....					4.00	4.25	.25	6.3
Class F3, 000000>.....	3	7	82	83				
Passenger.....					4.00	4.25	.25	6.3

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

BUFFALO & SUSQUEHANNA R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class B4, 0000o>.....	32	32	76	76				
Local freight.....					\$4.83	\$5.25	\$0.42	8.7
Through freight.....					4.72	4.98	.26	5.5
Switching.....					4.00	4.10	.10	2.5
Class C2, 000o>.....	3	3	37	37				
Passenger.....					4.20	4.46	.26	6.2
Class C4, 00000o>.....	4	4	48	48				
Local freight.....					4.83	5.25	.42	8.7
Through freight.....					4.72	4.98	.26	5.5
Switching.....					4.00	4.10	.10	2.5
Class J2, 0000o>.....	5	5	45	45				
Passenger.....					4.20	4.46	.26	6.2

CENTRAL NEW ENGLAND RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	6	6	60	60				
Switching.....					\$4.10	\$4.10	\$0.00	0.0
Class A4, 0000>.....		3		101				
Switching.....					4.10	4.10	.00	.0
Class B3, 000o>.....	7	7	64	64				
Freight.....					4.75	4.75	.00	.0
Class B4, 00000o>.....	30	43	63	74				
Through freight—								
Standard engine.....					4.75	4.75	.00	.0
Railroad classification F5 engine.....					4.75	5.00	.25	5.3
Local freight, railroad classification F5 engine.....						5.25		
Class C2, 000o>.....	14	11	31	32				
Passenger.....					4.15	4.25	.10	2.4
Class C3, 0000o>.....	7	7	52	52				
Passenger.....					4.15	4.25	.10	2.4
Class F2, 0000o>.....	1	1	31	31				
Passenger.....					4.15	4.25	.10	2.4

CHICAGO, INDIANAPOLIS & LOUISVILLE RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	19	16	60	62				
Switching:								
First-class yards.....					\$4.10	\$4.10	\$0.00	0.0
Second-class yards.....					4.10	4.10	.00	0.0
Class A4, 0000>.....		1		58				
Switching.....						4.10		
Class B3, 000o>.....	1	1	36	36				
Switching.....					4.10	4.10	.00	0.0
Class B4, 00000o>.....	34	27	74	80				
Freight:								
Through.....					4.75	4.75	.00	0.0
Local.....					5.00	5.00	.00	0.0
Class C2, 000o>.....	11	8	33	34				
Passenger.....					4.25	4.25	.00	0.0
Class C3, 0000o>.....	22	22	45	45				
Passenger.....					4.25	4.25	.00	0.0
Freight.....					4.75	4.75	.00	0.0
Class C4, 00000o>.....	22	22	74	74				
Freight:								
Through.....					4.75	4.75	.00	0.0
Local.....					5.00	5.00	.00	0.0
Class E4, 00000o>.....	9	25	103	107				
Freight.....					5.00	5.00	.00	0.0
Class F2, 000o>.....	2	2	47	47				
Passenger.....					4.25	4.25	.00	0.0
Class F3, 0000o>.....	16	19	63	67				
Passenger.....					4.25	4.25	.00	0.0

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CINCINNATI, HAMILTON & DAYTON RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	52	50	49	49				
Switching:								
Cincinnati yards.....					\$3.71	\$4.10	\$0.39	10.5
All other yards.....					3.55	4.10	.55	15.5
Class B3, 0000>.....	13	13	43	43				
Freight.....					4.60	4.75	.15	3.3
Class B4, 00000>.....	55	55	82	82				
Freight.....					4.60	4.75	.15	3.3
Class C2, 0000>.....	40	28	27	28				
Passenger.....					3.80	4.25	.45	11.8
Class C3, 00000>.....	81	81	50	50				
Passenger.....					3.80	4.25	.45	11.8
Freight.....					4.60	4.75	.15	3.3
Class F3, 000000>.....	5	5	69	69				
Passenger.....					3.80	4.25	.45	11.8

CINCINNATI NORTHERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B3, 0000>.....	7	7	39	39				
Freight, local—								
Between Van Wert and Hudson and								
Van Wert and Lewisburg.....					\$4.35	\$5.00	\$0.65	14.9
Between Lewisburg and Franklin								
and Hudson and Jackson.....					4.15	4.75	.60	14.5
Switching.....					3.50	4.10	.60	17.1
Class B4, 00000>.....	5	10	85	84				
Through freight.....					4.65	4.75	.10	2.2
Class C2, 0000>.....	10	8	37	27				
Passenger.....					3.75	4.25	.50	13.2
Class C3, 00000>.....	10	10	50	50				
Local freight between Van Wert and								
Lewisburg and Van Wert and Hudson.					4.35	5.00	.65	14.9

COAL & COKE RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B4, 00000>.....	20	24	69	71				
Passenger.....					\$4.15	\$5.00	\$0.85	20.5
Switching.....					4.15	4.75	.60	14.5
Class C2, 0000>.....	7	7	27	27				
Passenger.....					4.50	4.50	.00	.0

CHICAGO, TERRE HAUTE & SOUTHEASTERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A4, 0000>.....		2		82				
Switching.....					\$4.10			
Class B3, 0000>.....	12	12	56	56				
Switching.....					\$3.50	4.10	\$0.60	17.1
Class B4, 00000>.....	15	25	93	99				
Freight.....					4.65	4.75	.10	2.2
Class C2, 0000>.....	12	10	40	41				
Passenger.....					3.65	4.25	.60	16.4
Class C3, 00000>.....	24	24	49	49				
Freight.....					4.25	4.75	.50	11.8

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, INDIANA & SOUTHERN R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	33	33	71	71				
Switching.....					\$4.10	\$4.10	\$0.00	0.0
Class A5, 00000>.....	2	2	135	135				
Switching.....					4.10	4.10	.00	.0
Class B4, 00000>.....	76	76	103	103				
Freight.....					4.85	4.85	.00	.0
Class C2, 0000>.....	8	7	28	29				
Passenger.....					4.25	4.25	.00	.0
Freight.....					4.75	4.75	.00	.0
Class C3, 00000>.....	25	27	57	57				
Freight.....					4.85	4.85	.00	.0
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class C3, 00000>.....	2		56					
Freight.....					4.85			

CLEVELAND, CINCINNATI, CHICAGO & ST. LOUIS RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	31	31				
Switching.....					\$4.10	\$4.10	\$0.00	0.0
Class A3, 000>.....	164	182	64	66				
Switching.....					4.10	4.10	.00	.0
Class A5, 00000>.....	2	2	70	70				
Switching.....					4.10	4.10	.00	.0
Class B3, 0000>.....	45	31	43	43				
Passenger.....						4.25		
Freight.....					4.75	4.75	.00	.0
Switching.....					4.10			
Class B4, 00000>.....	321	320	100	98				
Freight.....					4.75	4.75	.00	.0
Class C2, 0000>.....	56½	67	32	32				
Passenger.....					4.25	4.25	.00	.0
Class C3, 00000>.....	100	115	58	56				
Passenger.....					4.25	4.25	.00	.0
Freight.....					4.75	4.75	.00	.0
Switching.....					4.10	4.10	.00	.0
Class E4, 000000>.....		42		104				
Freight.....						4.75		
Class F2, 00000>.....	60	60	51	51				
Passenger.....					4.25	4.25	.00	.0
Class F3, 000000>.....	45	45	73	73				
Passenger.....					4.25	4.25	.00	.0

DAYTON & UNION R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class C2, 0000>.....	5	5	27	27				
Passenger.....					\$3.00	\$4.25	\$1.25	41.7
Class C3, 00000>.....	1	1	54	54				
Local freight.....					4.30	5.00	.70	16.3

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

DELAWARE & HUDSON CO.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	1		31					
Switching.....					\$4.00			
Class A3, OOO>.....	41	44	75	64	4.00	\$4.10	\$0.10	2.5
Switching.....								
Class B3, OOOO>.....	32	27	50	50	4.25	4.75	.50	11.5
Freight.....								
Class B4, OOOOo>.....	265	286	86	87				
Freight—								
164,000 pounds on drivers.....					4.65	4.85	.20	4.3
223,000 pounds on drivers.....					4.80	4.85	.05	1.0
Class C2, OOOo>.....	55	51	43	43	3.90	4.25	.35	9.0
Passenger.....								
Class C3, OOOOo>.....	38	44	67	67	3.90	4.25	.35	9.0
Passenger.....								
Class H1, ooOo>.....	1	1	16	16	3.90	4.25	.35	9.0
Passenger.....								
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class A8, OOOOOOOO> (Mallet).....	10	13	227	229	6.50	6.50	.00	0.0
Freight.....								

DELAWARE, LACKAWANNA & WESTERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	1	2	35	40	\$4.00	\$4.10	\$0.10	2.5
Switching.....								
Class A3, OOO>.....	125	133	65	65	4.00	4.10	.10	2.5
Switching.....								
Class A4, OOOO>.....	9	21	103	102	4.50	4.50	.00	.0
Switching.....								
Class B3, OOOo>.....	138	119	61	63	4.50	4.75	.25	5.6
Through freight.....					4.75	5.00	.25	5.3
Way freight or pick-up.....								
Class B4, OOOOo>.....	260	259	82	82	4.80	4.80	.00	.0
Through freight.....					4.90	5.05	.15	3.1
Way freight or pick-up.....								
Class C2, OOOo>.....	112	101	46	46	4.00	4.25	.25	6.3
Passenger.....								
Class C3, OOOOo>.....	65	57	67	72	4.10	4.25	.15	3.7
Passenger.....								
Class C4, OOOOo>.....	20	20	79	79	4.80	4.80	.00	.0
Through freight.....					4.90	5.05	.15	3.1
Way freight or pick-up.....								
Class E4, oOOOo>.....		27		118		4.95		
Through freight.....						5.20		
Way freight or pick-up.....								
Class F3, oOOOo>.....	2	21	86	92	4.10	4.25	.15	3.7
Passenger.....						4.80		
Through freight.....						5.05		
Way freight or pick-up.....								
Class H1, ooOo>.....		1		19				
Inspection.....						4.25		

DETROIT, TOLEDO & IRONTON R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	1	1	26	26	\$4.10	\$4.10	\$0.00	0.0
Switching.....								
Class A3, OOO>.....	3	3	50	50	4.10	4.10	.00	.0
Switching.....								
Class B3, OOOO>.....	20	7	51	53	4.10	4.10	.00	.0
Switching.....					4.10	4.10	.00	.0
Local freight.....					5.00	5.00	.00	.0

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

DETROIT, TODEDO & IRONTON R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class B4, 0000o>.....	39	35	132	82				
Switching.....					\$4.10	\$4.10	\$0.00	0.0
Local freight.....					5.00	5.00	.00	.0
Through freight.....					4.75	4.75	.00	.0
Class C2, 000o>.....	8	9	28	28				
Passenger.....					4.25	4.25	.00	.0
Class C3, 0000o>.....	13	9	50	54				
Switching.....					4.10	4.10	.00	.0
Local freight.....					5.00	5.00	.00	.0

DUNKIRK, ALLEGHENY VALLEY & PITTSBURGH RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B3, 000o>.....	2	2	46	49				
Passenger.....					\$4.25	\$4.25	\$0.00	0.0
Freight.....					4.75	4.75	.00	.0
Class C3, 0000o>.....	9	9	48	48				
Passenger.....					4.25	4.25	.00	.0
Freight.....					4.75	4.75	.00	.0

ERIE R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	150	128	64	65				
Switching—								
150,000 pounds or over on drivers.....					\$4.05	\$4.10	\$0.05	1.2
Less than 150,000 pounds on drivers.....					3.90	4.10	.20	5.1
Class B3, 000o>.....	19	20	47	47				
Suburban passenger.....					4.15	4.25	.10	2.4
Other passenger.....					4.00	4.25	.25	6.3
Freight.....					4.55	4.75	.20	4.4
Switching.....					3.90	4.10	.20	5.1
Class B4, 0000o>.....	755	618	80	80				
Passenger.....						4.25		
Freight—								
Over 150,000 pounds on drivers.....					4.70	4.75	.05	1.1
Less than 150,000 pounds on drivers.....					4.55	4.75	.20	4.4
Switching—								
Over 150,000 pounds on drivers.....					4.05	4.10	.05	1.2
Less than 150,000 pounds on drivers.....					3.90	4.10	.20	5.1
Class B5, 00000o>.....	6	6	87	87				
Switching.....					4.05	4.10	.05	1.2
Class C2, 000o>.....	82	74	38	38				
Suburban passenger.....					4.15	4.25	.10	2.4
All other passenger.....					4.00	4.25	.25	6.3
Freight.....						4.75		
Switching.....					3.90	4.10	.20	5.1
Class C3, 0000o>.....	198	170	59	59				
Suburban passenger.....					4.15	4.25	.10	2.4
All other passenger.....					4.00	4.25	.25	6.3
Freight.....					4.55	4.75	.20	4.4
Switching.....					3.90	4.10	.20	5.1
Class E4, o0000o>.....	35	155	118	118				
Freight.....					4.70	5.15	.45	9.6
Class F2, o000o>.....	55	57	42	42				
Suburban passenger.....					4.15	4.25	.10	2.4
All other passenger.....					4.00	4.25	.25	6.3
Freight.....						4.75		

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ERIE R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class F3, oOOOoo>.....	59	81	75	82				
Passenger.....					\$4.10	\$4.25	\$0.15	3.7
Freight.....						4.75		
Class H2, ooOOo>.....	1		33					
Switching.....					3.90			
Class F1, oOOo>.....	1	1	9	9				
Inspection engine.....					4.00	4.25	.25	6.3
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class C2, OOo>.....	1	1	39	39				
Suburban passenger.....					4.15	4.25	.10	2.4
All other passenger.....					4.00	4.25	.25	6.3
Freight.....						4.75		
Switching.....					3.90	4.10	.20	5.1
Class C3, OOo>.....	10	10	77	77				
Suburban passenger.....					4.15	4.25	.10	2.4
All other passenger.....					4.00	4.25	.25	6.3
Freight.....					4.55	4.75	.20	4.4
Switching.....					3.90	4.10	.20	5.1
Class F2, oOOo>.....	3	1	57	57				
Suburban passenger.....					4.15	4.25	.10	2.4
All other passenger.....					4.00	4.25	.25	6.3
Freight.....						4.75		
Class A8, OOOOOOOO>.....	3	3	205	205				
Pusher.....					6.00	6.00	.00	.0
Class B7, OOOOOOOO>.....	1	1	167	167				
Pusher.....					5.50	5.50	.00	.0

GRAND RAPIDS & INDIANA RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, OOO>.....	3	8	72	72				
Switching:								
First-class yards.....					\$4.00	\$4.10	\$0.10	2.5
Second-class yards.....					3.90	4.10	.20	5.1
Class B3, OOOo>.....	6	6	72	72				
Local freight.....					4.60			
Through freight:								
Grand Rapids to Cadillac; Grand Rapids to Muskegon.....					4.88	4.88	.00	.0
Cadillac to Mackinaw City; Traverse City to Walton Junction.....					5.05	5.05	.00	.0
Local freight:								
Grand Rapids to Cadillac; Grand Rapids to Muskegon.....					4.60	5.13	.53	11.5
Cadillac to Mackinaw City; Traverse City to Walton Junction.....					4.60	5.30	.70	15.2
Class B4, OOOOo>.....	46	46	62	68				
Switching:								
First-class yards.....					4.00	4.10	.10	2.5
Second-class yards.....					3.90	4.10	.20	5.1
Through freight:								
Grand Rapids to Cadillac, Grand Rapids to Muskegon.....					4.88	4.88	.00	.0
Cadillac to Mackinaw City; Traverse City to Walton Junction.....					5.05	5.05	.00	.0
Local freight:								
Grand Rapids to Cadillac, Grand Rapids to Muskegon.....					4.60	5.13	.53	11.5
Cadillac to Mackinaw City; Traverse City to Walton Junction.....					4.60	5.30	.70	15.2
Local freight.....					4.60			
Class C2, OOo>.....	11	11	30	31				
Passenger.....					4.00	4.25	.25	6.3

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

GRAND RAPIDS & INDIANA RY.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class C3, 00000>.....	26	26	56	56				
Passenger.....					\$4.00	\$4.25	\$0.25	6.3
Through freight:								
Grand Rapids to Cadillac, Grand Rapids to Muskegon.....					4.88	4.88	.00	.0
Cadillac to Mackinaw City, Traverse City to Walton Junction.....					5.05	5.05	.00	.0
Local freight:								
Grand Rapids to Cadillac, Grand Rapids to Muskegon.....					4.60	5.13	.53	11.5
Cadillac to Mackinaw City, Traverse City to Walton Junction.....					4.60	5.30	.70	15.2
Local freight.....					4.60			

HOCKING VALLEY RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	34	34	60	60				
Switching.....					\$4.00	\$4.10	\$0.10	2.5
Class B3, 0000>.....	1		48		4.60			
Freight.....								
Class B4, 00000>.....	93	92	79	79				
Switching.....					4.00	4.10	.10	2.5
Freight:								
Engines over 20-inch cylinders.....					4.75	4.75	.00	.0
Large consolidation engines.....					4.60	4.75	.15	3.3
Class C2, 0000>.....	15	12	45	45				
Passenger.....					3.65	4.25	.60	16.4
Class C3, 00000>.....	3	7	71	71				
Passenger.....					3.65	4.25	.60	16.4
Class E4, 000000>.....		11		122				
Switching.....						4.10		
Freight.....						4.75		

INDIANA HARBOR BELT R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	9	24	61	84				
Switching.....					\$4.10	\$4.10	\$0.00	0.0
Class B3, 0000>.....	5	5	65	65				
Switching.....					4.10	4.75	.65	15.9

INDIANAPOLIS UNION RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	21	21	70	70				
Switching.....					\$3.85	\$4.50	\$0.65	16.9

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

KANAWHA & MICHIGAN RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	8	8	62	62				
Switching.....					\$4.00	\$4.10	\$0.10	2.5
Class B3, 0000>.....	11	2	45	46				
Freight.....					4.60	4.75	.15	3.3
Class B4, 00000>.....	36	46	75	73				
Freight:								
100,000 to 170,000 pounds on drivers..					4.60	4.75	.15	3.3
200,000 to 250,000 pounds on drivers..					4.75	4.75	.00	.0
Class C2, 0000>.....	8	10	39	43				
Passenger.....					3.65	4.25	.60	16.4
Class E4, 000000>.....	3	5	85	83				
Mine runs.....					4.75	5.25	.50	10.5

LAKE ERIE & WESTERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	21	26	58	61				
Switching:								
Over 140,000 pounds on drivers.....					\$4.10	\$4.10	\$0.00	0.0
Less than 140,000 pounds on drivers..					4.10	4.10	.00	.0
Class B3, 0000>.....	40	39	46	46				
Freight.....					4.75	4.75	.00	.0
Class B4, 00000>.....	45	45	87	86				
Freight.....					4.75	4.75	.00	.0
Class C2, 0000>.....	27	26	40	41				
Passenger.....					4.25	4.25	.00	.0
Class C3, 00000>.....	12	14	42	45				
Passenger.....					4.25	4.25	.00	.0

LAKE ERIE, ALLIANCE & WHEELING RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B4, 00000>.....	19		98					
Freight.....					\$4.85			

LEHIGH VALLEY R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	48	48				
Switching.....					\$3.50	\$4.10	\$0.60	17.2
Class A3, 000>.....	59	67	47	50				
Switching.....					4.00	4.10	.10	2.5
Class A4, 0000>.....	54	69	83	83				
Switching.....					4.00	4.10	.10	2.5
Class B3, 0000>.....	19	11	58	69				
Freight.....					4.50	4.75	.25	5.6
Switching.....					4.00	4.10	.10	2.5
Class B4, 00000>.....	261	269	77	79				
Freight.....					4.75	4.75	.00	.0
Switching.....					4.00	4.10	.10	2.5
Class C2, 0000>.....	72	56	36	36				
Passenger.....					4.00	4.25	.25	6.3
Freight.....					4.50	4.75	.25	5.6
Switching.....					4.00	4.10	.10	2.5
Class C3, 00000>.....	298	281	64	65				
Passenger.....					4.10	4.25	.15	3.7
Freight.....					4.65	4.75	.10	2.2
Switching.....					4.00	4.10	.10	2.5

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

LEHIGH VALLEY R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.								
Class C4, 000000>.....	34	13	47	52				
Freight.....					\$4.50	\$4.75	\$0.25	5.6
Switching.....					4.00	4.10	.10	2.5
Class E3, 000000>.....	1		69					
Passenger.....					4.10			
Class E4, 000000>.....	47	114	89	104				
Freight:								
177,610 pounds on drivers.....					4.75	4.75	.00	.0
Over 177,610 pounds on drivers.....						5.00		
Class F2, 000000>.....	39	39	47	47				
Passenger.....					4.00	4.25	.25	6.3
Freight.....						4.75		
Switching.....						4.10		
Class F3, 000000>.....	17	26	77	78				
Passenger.....					4.10	4.25	.15	3.7
Class, 000000>.....	1	1	13	13				
Passenger.....					4.00	4.25	.25	6.3

LAKE SHORE & MICHIGAN SOUTHERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	258	235	69	72				
Switching:								
First-class yards.....					\$4.10	\$4.10	\$0.00	0.0
Second-class yards.....					4.10	4.10	.00	.0
All other yards.....					4.10	4.10	.00	.0
Class A4, 0000>.....		20		120		4.10		
Switching.....								
Class A5, 000000>.....	8	8	135	135				
Switching, all yards.....					4.10	4.10	.00	.0
Class B4, 000000>.....	421	376	94	93				
Freight, through, cylinders 20 inches and over.....					4.85	4.85	.00	.0
Local freight, cylinders 20 inches and over.....					5.10	5.10	.00	.0
Switch runs, cylinders 20 inches and over.....					5.00	5.00	.00	.0
Class C2, 0000>.....	14	13	35	35				
Passenger.....					4.25	4.25	.00	.0
Class C3, 000000>.....	99	75	48	51				
Passenger.....					4.25	4.25	.00	.0
Through freight:								
Over 20-inch cylinders.....					4.85	4.85	.00	.0
Under 20-inch cylinders.....					4.75	4.75	.00	.0
Local freight:								
Over 20-inch cylinders.....					5.10	5.10	.00	.0
Under 20-inch cylinders.....					5.00	5.00	.00	.0
Switch runs.....					5.00	5.00	.00	.0
Class E3, 000000>.....	73	77	73	75				
Passenger.....					4.25	4.25	.00	.0
Class E4, 000000>.....		69		116				
Through freight.....						4.85		
Local freight.....						5.10		
Class F2, 000000>.....	10	10	46	47				
Passenger.....					4.25	4.25	.00	.0
Class F3, 000000>.....	105	110	85	85				
Passenger.....					4.25	4.25	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class 000-0000>.....		3		233				
Switching.....						5.00		

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

LONG ISLAND R. R.

Class.	Number.		Average weight on drivers (tons)		Rate per day of 100 miles or 10 hours or less		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	28	30	54	55				
Switching.....					\$4.10	\$4.10	\$0.00	0.0
Freight.....						5.00		
Class B4, 0000o>.....	16	16	61	60				
Freight.....					5.00	5.00	.00	.0
Work.....					4.75			
Class C2, 000o>.....	92	88	54	55				
Passenger.....					4.25	4.25	.00	.0
Freight.....					5.00	5.00	.00	.0
Work.....					4.75	4.75	.00	.0
Class C3, 0000o>.....	40	43	60	61				
Passenger.....					4.25	4.25	.00	.0
Freight.....					5.00	5.00	.00	.0
Work.....					4.75	4.75	.00	.0
Class F2, o000o>.....	4	4	47	47				
Passenger.....					4.25	4.25	.00	.0
Freight.....					5.00			
Class G2, oo00>.....	1	1	20	20				
Switching.....					3.10	3.20	.10	3.2

MAINE CENTRAL R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	17	17	54	54				
Switching.....					\$3.80	\$4.10	\$0.30	7.9
Class B3, 000o>.....	48	43	53	54				
Passenger.....					4.00	4.25	.25	6.3
Through freight:								
100 miles or less.....					4.25	4.75	.50	11.8
Over 100 miles and less than 120 miles.....					4.50	4.75	.25	5.6
Local freight:								
100 miles or less.....					4.60	5.00	.40	8.7
Over 100 miles and less than 120 miles.....					4.85	5.00	.15	3.1
Switching.....					4.00	4.10	.10	2.5
Class B4, 0000o>.....	16	28	85	86				
Through freight:								
100 miles or less.....					4.50	4.75	.25	5.6
Over 100 miles and less than 120 miles.....					4.75	4.75	.00	0.0
Local freight:								
100 miles or less.....					4.85	5.00	.15	3.1
Over 100 miles and less than 120 miles.....					5.10	5.10	.00	0.0
Class C2, 000o>.....	62	51	34	35				
Passenger.....					4.00	4.25	.25	6.3
Switching.....					4.00	4.10	.10	2.5
Through freight:								
100 miles or less.....					4.25	4.75	.50	11.8
Over 100 miles and less than 120 miles.....					4.50	4.75	.25	5.6
Local freight:								
100 miles or less.....					4.60	5.00	.40	8.7
Over 100 miles and less than 120 miles.....					4.85	5.00	.15	3.1
Class C3, 0000o>.....	58	56	64	65				
Passenger.....					4.00	4.25	.25	6.3
Switching.....					4.00	4.10	.10	2.5
Through freight:								
100 miles or less.....					4.25	4.75	.50	11.8
Over 100 miles and less than 120 miles.....					4.50	4.75	.25	5.6
Local freight:								
100 miles or less.....					4.60	5.00	.40	8.7
Over 100 miles and less than 120 miles.....					4.85	5.00	.15	3.1
Class E3, 0000o>.....	1	1	42	42				
Switching.....					3.80	4.10	.30	7.9
Class E4, 00000o>.....		3		107				
Through freight.....						4.75		
Local freight.....						5.00		
Class F3, o0000o>.....	10	16	70	71				
Passenger.....					4.00	4.25	.25	6.3
Class G2, oo00>.....	1	1	31	31				
Switching.....					3.80	4.10	.30	7.9

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MAINE CENTRAL R. R.—Continued.

Class.	Number.		Average weight on drivers (tons)		Rate per day of 100 miles or 10 hours or less		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class B3, 000o>.....	1	1	55	55	.....	.....	.....	.....
Through freight:								
100 miles or less.....					\$4.25	\$4.75	\$0.50	11.8
Over 100 miles and less than 120 miles.....					4.50	4.75	.25	5.6
Local freight:								
100 miles or less.....					4.60	5.00	.40	8.7
Over 100 miles and less than 120 miles.....					4.85	5.00	.15	3.1
Class E6, o00000o> Mallet.....	4	4	131	131	.....	.....	.....	.....
Freight:								
Through.....					4.50	5.75	1.25	27.8
Local.....					4.85	6.00	1.15	23.7

MICHIGAN CENTRAL R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	10		30		.....	.....	.....	.....
Switching:								
First-class yards.....					\$4.10			
Second-class yards.....					4.00			
Third-class yards.....					3.90			
Class A3, 000>.....	159	206	65	68	.....	.....	.....	.....
Switching:								
First-class yards.....					4.10	\$4.10	\$0.00	0.0
Second-class yards.....					4.00	4.10	.10	2.5
Third-class yards.....					3.90	4.10	.20	5.1
Class A5, 00000>.....	3	4	137	136	.....	.....	.....	.....
Switching.....					4.00	4.10	.10	2.5
Class B3, 000o>.....	27	27	56	56	.....	.....	.....	.....
Through freight:								
Under 19 by 24 inch cylinders.....					4.75	4.75	.00	0.0
Over 19 by 24 inch cylinders.....					4.85			
Local freight:								
Under 19 by 24 inch cylinders.....					5.35	5.35	.00	0.0
Over 19 by 24 inch cylinders.....					5.45			
Class B4, 0000o>.....	86	101	106	106	.....	.....	.....	.....
Through freight.....					4.85	4.85	.00	0.0
Local freight.....					5.45	5.45	.00	0.0
Class C2, 000o>.....	66	46	29	29	.....	.....	.....	.....
Passenger.....					4.15	4.25	.10	2.4
Through freight.....					4.75	4.75	.00	0.0
Local freight.....					5.35	5.35	.00	0.0
Class C3, 0000o>.....	126	125	54	54	.....	.....	.....	.....
Passenger.....					4.15	4.25	.10	2.4
Through freight:								
Under 19 by 24 inch cylinders.....					4.75	4.75	.00	0.0
Over 19 by 24 inch cylinders.....					4.85	4.85	.00	0.0
Local freight:								
Under 19 by 24 inch cylinders.....					5.35	5.35	.00	0.0
Over 19 by 24 inch cylinders.....					5.45	5.45	.00	0.0
Class E4, o0000o>.....		35		122	.....	.....	.....	.....
Through freight.....						4.85		
Local freight.....						5.45		
Class F2, o000o>.....	28	28	48	48	.....	.....	.....	.....
Passenger.....					4.15	4.25	.10	2.4
Class F3, o000o>.....	60	78	76	77	.....	.....	.....	.....
Passenger.....					4.15	4.25	.10	2.4
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class B4, 0000o>.....	99	99	85	85	.....	.....	.....	.....
Through freight.....					4.85	4.85	.00	0.0
Local freight.....					5.45	5.45	.00	0.0

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

NEW YORK CENTRAL & HUDSON RIVER R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	3		35					
Switching.....					\$4.10			
Class A3, 000>.....	376	439	72	76	4.10	\$4.10	\$0.00	0.0
Switching.....					4.10	4.10	.00	.0
Class A5, 00000>.....	5	4	134	135	4.10	4.10	.00	.0
Switching.....					4.10	4.10	.00	.0
Class B3, 0000>.....	322	300	58	58	4.75	4.75	.00	.0
Freight.....					4.85	4.85	.00	.0
Class B4, 00000>.....	561	390	94	92	4.10	4.10	.00	.0
Freight.....					4.85	4.85	.00	.0
Switching.....					4.10	4.10	.00	.0
Class C1, 000>.....	4	4	12	12	4.15	4.25	.10	2.4
Passenger.....					4.15	4.25	.10	2.4
Class C2, 0000>.....	178	165	39	39	4.15	4.25	.10	2.4
Passenger.....					4.75	4.75	.00	.0
Freight.....					4.12	4.25	.13	3.2
Class C3, 00000>.....	184	186	75	75	4.85	4.85	.00	.0
Passenger.....								
Freight.....								
Class C4, 000000>.....	43	16	84	61				
Freight—					4.85			
G2, G3, G4, and G5 engines					4.75	4.75	.00	.0
G and G1 engines.....								
Class E3, 00000>.....	8		83		4.75			
Freight.....					4.75			
Class E4, 000000>.....		263		107				
Freight.....					4.85			
Class F2, 00000>.....	222	222	53	53	4.15	4.25	.10	2.4
Passenger.....					4.15	4.25	.10	2.4
Class F3, 000000>.....	332	443	83	85	4.75	4.85	.10	2.1
Passenger.....					4.15	4.25	.10	2.4
Freight.....					4.75	4.85	.10	2.1
Class H2, 00000>.....	8	11	30	31	4.15	4.25	.10	2.4
Passenger.....								
Class K3, 0000000>.....	18	18	68	68	4.18	4.25	.07	1.7
Passenger.....								
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class F2, 00000>.....	2		55		4.15			
Passenger.....								
Class E6, 0000-0000>.....	26	30	150	150	5.85	5.85	.00	.0
Freight.....								
Class 0000000>.....		1		181		5.85		
Switching.....								
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class A3, 000>.....	3		59		4.11			
Switching.....								
Class B4, 00000>.....	43	43	83	88	4.85	4.85	.00	.0
Freight.....								

NEW YORK, CHICAGO & ST. LOUIS R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	49	55	52	54	\$3.87	\$4.10	\$0.23	5.9
Switching.....								
Class B3, 0000>.....	19	17	43	43	4.81	4.87	.06	1.2
Freight.....					4.81	4.87	.06	1.2
Class B4, 00000>.....	54	60	72	73	4.81	4.87	.06	1.2
Freight.....					4.81	4.87	.06	1.2
Class C2, 0000>.....	21	19	32	33	4.10	4.25	.15	3.7
Passenger.....					4.10	4.25	.15	3.7
Class C3, 00000>.....	105	107	48	50	4.81	4.87	.06	1.2
Freight.....					4.81	4.87	.06	1.2
Passenger.....					4.10	4.25	.15	3.7

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

NEW YORK, NEW HAVEN & HARTFORD R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	20	16	35	35				
Passenger.....					\$4.10	\$4.25	\$0.15	3.7
Class A3, OOO>.....	168	199	58	61				
Switching:								
10-hour yards.....					4.10	4.10	.00	0.0
8-hour yards.....					3.50	3.50	.00	0.0
Class B3, OOOo>.....	357	349	60	60				
Local freight.....					4.65	5.00	.35	7.5
Through freight.....					4.65	4.75	.10	2.2
Class B4, OOOOo>.....	39	35	66	69				
Local freight.....					4.65	5.00	.35	7.5
Through freight.....					4.65	4.75	.10	2.2
Class C2, OOOo>.....	418	390	33	34				
Passenger.....					4.10	4.25	.15	3.7
Class C3, OOOOo>.....	104	106	51	50				
Passenger.....					4.10	4.25	.15	3.7
Through freight.....					4.65	4.75	.10	2.2
Local freight.....					4.65	5.00	.35	7.5
Class F2, oOOOo>.....	12	12	53	53				
Passenger.....					4.10	4.25	.15	3.7
Class F3, oOOOo>.....	32	88	71	75				
Passenger.....					4.10	4.25	.15	3.7
Class G2, ooOO>.....	7	3	34	36				
Passenger.....					4.10	4.25	.15	3.7
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class C3, OOOo>.....	2		60					
Passenger.....					4.10			
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class A3, OOO>.....	17	6	68	68				
Switching:								
10-hour yards.....					4.10	4.10	.00	0.0
8-hour yards.....					3.50	3.50	.00	0.0

NEW YORK, PHILADELPHIA & NORFOLK R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, OOO>.....	5	5	68	68				
Switching:								
110,785 pounds on drivers—								
Port Norfolk.....					\$4.25	\$4.35	\$0.10	2.4
Cape Charles.....					4.10	4.10	.00	0.0
135,820 pounds on drivers—								
Port Norfolk.....					4.25	4.35	.10	2.4
Cape Charles.....					4.10	4.10	.00	0.0
144,100 pounds on drivers—								
Port Norfolk.....					4.25	4.35	.10	2.4
Cape Charles.....					4.35	4.35	.00	0.0
Class B4, OOOOo>.....	4	6	90	82				
Freight.....					5.33	5.33	.00	0.0
Class C2, OOOo>.....	3	2	29	30				
Passenger.....					4.72	4.72	.00	0.0
Class C3, OOOOo>.....	20	20	53	54				
Freight.....					5.33	5.33	.00	0.0
Class F2, oOOOo>.....	6	7	48	45				
Passenger.....					4.72	4.72	.00	0.0

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

NEW YORK, SUSQUEHANNA & WESTERN R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....		3		71				
Switching.....						\$4.10		
Class B3, 0000>.....	19	20	49	55				
Freight.....					\$4.00	4.75	\$0.75	18.8
Switching.....					3.45	4.10	.55	15.9
Class B4, 00000>.....	30	38	65	65				
Freight.....					4.00	4.75	.75	18.8
Switching.....					3.45	4.10	.65	18.8
Class C2, 0000>.....	13	14	40	39				
Passenger.....					3.90	4.25	.35	9.0
Class C3, 00000>.....	4	10	56	57				
Passenger.....					3.90	4.25	.35	9.0

NEW JERSEY & NEW YORK R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B4, 00000>.....	2	2	76	66				
Freight.....					\$4.55	\$4.75	\$0.20	4.4
Class C3, 00000>.....	12	10	58	59				
Passenger.....					4.00	4.25	.25	6.3
Class F2, 00000>.....	3	2	39	39				
Passenger.....					4.00	4.25	.25	6.3

NEW YORK, ONTARIO & WESTERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	7	7	75	74				
Switching, 156,000 pounds on drivers.....					\$4.00	\$4.10	\$0.10	2.5
Class B3, 0000>.....	79	77	64	64				
Passenger.....					4.05	4.25	.20	4.9
Switching.....					4.00	4.10	.10	2.5
Freight.....					4.50	4.75	.25	5.6
Class B4, 00000>.....	100	99	73	73				
Freight:								
101,000 and 115,000 pounds on drivers.....					4.50	4.75	.25	5.6
178,000 pounds and over on drivers.....					4.65	4.75	.10	2.2
Switching.....					4.00	4.10	.10	2.5
Class C2, 0000>.....	24	24	39	39				
Passenger.....					4.05	4.25	.20	4.9
Class C3, 00000>.....	4	4	67	67				
Passenger.....					4.05	4.25	.20	4.9

PENNSYLVANIA CO.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	6	4	35	38				
Switching.....					\$4.10	\$4.10	\$0.00	0.0
Class A3, 000>.....	188	195	61	65				
Switching.....					4.10	4.10	.00	.0
Class A4, 0000>.....	10	8	53	53				
Switching.....					4.10	4.10	.00	.0
Class B4, 00000>.....	780	937	82	87				
Freight.....					4.85	4.85	.00	.0
Class C2, 0000>.....	67	58	32	32				
Passenger.....					4.25	4.25	.00	.0
Class C3, 00000>.....	89	86	63	64				
Freight.....					4.85	4.85	.00	.0
Class E3, 00000>.....	1	1	84	84				
Passenger.....					4.25	4.25	.00	.0

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

PENNSYLVANIA CO.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class F2, oOoOo>.....	70	70	58	58				
Passenger.....					\$4.25	\$4.25	\$0.00	.0
Class F3, oOOOoO>.....	56	73	91	94				
Passenger.....					4.25	4.25	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class F2, oOoOo>.....	2	2	57	56				
Passenger.....					4.25	4.25	.00	.0

PENNSYLVANIA R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	107	113	47	51				
Switching.....					\$4.10	\$4.10	\$0.00	0.0
Class A3, OOO>.....	339	365	65	70				
Switching:								
144,100 pounds on drivers.....					4.10	4.10	.00	.0
Under 144,100 pounds on drivers.....					4.35	4.35	.00	.0
Class B3, OOOo>.....	210	204	68	68				
Freight.....					4.85	4.85	.00	.0
Class B4, OOOOo>.....	2204	2383	82	88				
Freight.....					4.85	4.85	.00	.0
Class C2, OOOo>.....	362	307	45	46				
Passenger.....					4.15	4.25	.10	2.4
Class C3, OOOOo>.....	10	10	70	70				
Passenger.....					4.15	4.25	.10	2.4
Class E3, oOOOo>.....	1	1	83	84				
Passenger.....					4.15	4.25	.10	2.4
Class E4, oOOOoO>.....		1		118				
Freight.....						4.85		
Class F2, oOOOo>.....	247	285	59	60				
Passenger.....					4.15	4.25	.10	2.4
Class F3, oOOOoO>.....	112	137	90	91				
Passenger.....					4.15	4.25	.10	2.4
Class Mallet, oOOOOO—OOOOo>.....	1	1	219	219				
Freight.....					4.85	5.15	.30	6.2
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class F2, oOoOo>.....	3	2	54	59				
Passenger.....					4.15	4.25	.10	2.4
Class CC1s, OOOOoOoO>.....		1		193				
Freight.....						5.85		

PERE MARQUETTE R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	9	3	31	28				
Switching.....					\$3.80	\$4.10	\$0.30	7.9
Class A3, OOO>.....	67	57	57	60				
Switching.....					3.80	4.10	.30	7.9
Class A4, OOOO>.....	1	1	65	65				
Switching.....					3.80	4.10	.30	7.9
Class B3, OOOo>.....	63	52	51	56				
Freight:								
Cylinders 19 by 26 inches or over.....					4.65	4.75	.10	2.2
Cylinders less than 19 by 26 inches.....					4.45	4.75	.30	6.7
Class B4, OOOOo>.....	166	166	84	84				
Freight.....					4.65	4.75	.10	2.2
Class C2, OOOo>.....	82	50	26	27				
Passenger.....					3.85	4.25	.40	10.4

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

PERE MARQUETTE R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class C3, 00000>.....	51	50	50	50	.....	.....	.....	.....
Freight:								
Cylinders 19 by 26 inches or over.....					\$4. 65	\$4. 75	\$0. 10	2. 2
Cylinders less than 19 by 26 inches.....					4. 45	4. 75	. 30	6. 7
Passenger.....					3. 95	4. 25	. 30	7. 6
Class E2, 0000>.....	1	1	31	31	.....	.....	.....	.....
Passenger.....					3. 85	4. 25	. 40	10. 4
Class E4, 000000>.....		10		108	.....	.....	.....	.....
Freight.....						4. 75		
Class F2, 000000>.....	23	23	45	45	.....	.....	.....	.....
Passenger.....					3. 85	4. 25	. 40	10. 4
Class F3, 000000>.....	10	15	70	72	.....	.....	.....	.....
Passenger.....					3. 95	4. 25	. 30	7. 6

PHILADELPHIA & READING RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	77	75	46	49	.....	.....	.....	.....
Switching:								
First-class yards.....					\$4. 05	\$4. 10	\$0. 05	1. 2
Second-class yards.....					3. 95	4. 10	. 15	3. 8
Class A3, 000>.....	61	63	63	71	.....	.....	.....	.....
Switching:								
First-class yards.....					4. 05	4. 10	. 05	1. 2
Second-class yards.....					3. 95	4. 10	. 15	3. 8
Class A4, 0000>.....	20	15	67	76	.....	.....	.....	.....
Switching:								
First-class yards.....					4. 05	4. 10	. 05	1. 2
Second-class yards.....					3. 95	4. 10	. 15	3. 8
Class B3, 0000>.....	4	2	45	45	.....	.....	.....	.....
Switching:								
First-class yards.....					4. 05	4. 10	. 05	1. 2
Second-class yards.....					3. 95	4. 10	. 15	3. 8
Freight:								
Standard rate.....					4. 75	.....	.....	.....
Between Newberry Junction and Tamaqua, St. Clair, and Port Richmond, via Tamaqua, and between Rutherford and Port Richmond.....					4. 85	.....	.....	.....
Class B4, 00000>.....	484	507	71	77	.....	.....	.....	.....
Switching:								
First-class yards.....					4. 05	4. 10	. 05	1. 2
Second-class yards.....					3. 95	4. 10	. 15	3. 8
Freight:								
Standard rate.....					4. 75	4. 75	. 00	. 0
Between Newberry Junction and Tamaqua, St. Clair, and Port Richmond, via Tamaqua, and between Rutherford and Port Richmond.....					4. 85	.....	.....	.....
Class C2, 0000>.....	135	142	41	45	.....	.....	.....	.....
Passenger.....						4. 90	.....	.....
Long-distance local runs.....					7. 20	.....	.....	.....
Express-train runs.....					7. 60	.....	.....	.....
Class C3, 00000>.....	148	133	53	58	.....	.....	.....	.....
Passenger.....						4. 25	.....	.....
Long-distance local runs.....					7. 20	.....	.....	.....
Express-train runs.....					7. 60	.....	.....	.....
Switching:								
First-class yards.....					4. 05	4. 10	. 05	1. 2
Second-class yards.....					3. 95	4. 10	. 15	3. 8
Freight:								
Standard rate.....					4. 75	4. 75	. 00	. 0
Between Newberry Junction and Tamaqua, St. Clair, and Port Richmond, via Tamaqua; between Rutherford and Port Richmond.....					4. 85	.....	.....	.....

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

PHILADELPHIA & READING RY.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class E4, oOOOo>.....		7		125				
Freight.....						\$4.75		
Class F2, oOOo>.....	50	51	50	54				
Passenger.....						4.25		
Long-distance local runs.....					\$7.20			
Express-train runs.....					7.60			
Class H3, oOOOo>.....	10	10	60	62				
Passenger.....					4.90	4.90	\$0.00	.0

PITTSBURGH & LAKE ERIE R. R.

SINGLE-EXPANSION LOCOMOTIVE.								
Class A3, OOO>.....	98	103	70	76	\$4.10	\$4.10	\$0.00	0.0
Switching.....								
Class B4, OOOOo>.....	112	115	79	80	4.60	4.75	.15	3.3
Freight.....								
Class C2, OOOo>.....	19	18	48	48	4.30	4.30	.00	.0
Passenger.....								
Class C3, OOOOo>.....	10	15	78	79	4.30	4.30	.00	.0
Passenger.....								
Class F2, oOOOo>.....	5	5	48	48	4.30	4.30	.00	.0
Passenger.....								

TOLEDO & OHIO CENTRAL RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, OOO>.....	28	28	57	57	\$4.00	\$4.10	\$0.10	2.5
Switching.....								
Class A4, OOOO>.....		3		120		4.10		
Switching.....								
Class B4, OOOOo>.....	62	60	77	78				
Freight—								
21-inch cylinders or over.....					4.75	4.75	.00	.0
20-inch cylinders.....					4.60	4.75	.15	3.3
Class C2, OOOo>.....	18	15	38	41	3.65	4.25	.60	16.4
Passenger.....								
Class C3, OOOOo>.....	23	23	46	46	4.90	5.00	.10	2.0
Local freight, Nos. 71, 72, 88, and 89.....					4.75	5.15	.40	8.4
Other local freight.....					4.50	4.75	.25	5.6
Through freight.....					4.25	4.75	.50	11.8
Mine runs.....								
Class F3, oOOOo>.....		4		67				
Passenger.....						4.25		

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

TOLEDO, ST. LOUIS & WESTERN R. R.

Class.	Number.		Average weight on drivers (tons)		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES. ¹								
Class A3, 000>.....	10	10	61	61	\$3.85	\$4.10	\$0.25	6.5
Switching.....								
Class B3, 0000>.....	9	9	50	50				
Freight—								
Through.....					4.70	4.75	.05	1.1
Local.....					4.60	5.00	.40	8.7
Class B4, 00000>.....	34	39	81	81				
Freight.....					4.70	4.75	.05	1.1
Class C2, 0000>.....	8	8	31	31				
Passenger.....					3.80	4.25	.45	11.8
Class C3, 00000>.....	31	31	51	51				
Passenger.....					3.80	4.25	.45	11.8
Freight.....					4.70	4.75	.05	1.1
Class F2, 00000>.....	2	2	44	44				
Passenger.....					3.80	4.25	.45	11.8

VANDALIA R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	40	40	\$4.00	\$4.10	\$0.10	2.5
Switching.....								
Class A3, 000>.....	32	32	70	70	4.00	4.10	.10	2.5
Switching.....								
Class B3, 0000>.....	83	83	71	71	4.85	4.85	.00	0.0
Freight.....					4.00	4.10	.10	2.5
Switching.....								
Class B4, 00000>.....	56	56	71	71	4.85	4.85	.00	0.0
Freight.....								
Class C2, 0000>.....	29	25	34	35	4.15	4.25	.10	2.4
Passenger.....								
Class C3, 00000>.....	24	24	46	46	4.15	4.25	.10	2.4
Passenger.....					4.85	4.85	.00	0.0
Freight.....								
Class F2, 00000>.....	19	19	52	52	4.15	4.25	.10	2.4
Passenger.....								
Class F3, 000000>.....	8	12	93	83	4.15	4.25	.10	2.4
Passenger.....								

WABASH-PITTSBURGH TERMINAL RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	1		42		\$4.00			
Switching.....								
Class B4, 00000>.....	12	12	100	100	4.20	\$4.20	\$0.00	0.0
Switching.....					4.70	4.75	.05	1.1
Class F2, 00000>.....	2	2	33	33	3.80	4.25	.45	11.8
Passenger.....								
Class F3, 00000>.....	2	2	36	36	4.00	4.10	.10	2.5
Switching.....					4.70	4.75	.05	1.1
Freight.....								

¹ Passenger service 5 hours or less.

Rates paid to locomotive engineers before and after the arbitration of 1912 and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

WEST SIDE BELT R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less.		Increase.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	37	37				
Switching.....					\$4.00	\$4.10	\$0.10	2.5
Class B4, 0000o>.....	2	2	80	80				
Switching.....					4.00	4.20	.20	5.0
Freight.....					4.70	4.75	.05	1.1
Class C2, 00oo>.....	1	1	33	33				
Passenger.....					3.80	4.25	.45	11.8
Class C3, 000oo>.....	1	1	40	40				
Switching.....					4.00	4.10	.10	2.5

WHEELING & LAKE ERIE R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	5	5	43	43				
Switching.....					\$3.80	\$4.10	\$0.30	7.9
Class A3, 000>.....	29	29	52	52				
Switching—								
140,000 pounds on drivers.....					4.00	4.10	.10	2.5
Over 140,000 pounds on drivers.....					4.00	4.10	.10	2.5
Class B3, 000o>.....	7	5	43	41				
Freight, between 80,000 and 100,000 pounds.....					4.50	4.75	.25	5.6
Class B4, 0000o>.....	79	99	87	93				
Freight—								
Between 170,000 and 200,000 pounds.....					4.70	4.75	.05	1.1
Between 200,000 and 250,000 pounds.....					4.70	4.85	.15	3.2
Class C2, 00oo>.....	16	16	34	35				
Passenger.....					3.80	4.25	.45	11.8
Class C3, 000oo>.....	50	48	40	39				
Freight.....					4.50	4.75	.25	5.6
Class F2, o00oo>.....	6	6	50	50				
Passenger.....					3.80	4.25	.45	11.8

ZANESVILLE & WESTERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B3, 000o>.....	4	4	43	43				
Local freight.....					\$4.50	\$5.00	\$0.50	11.1
Through freight.....					4.50	4.75	.25	5.6
Work, wreck, circus, and mine runs.....					4.25	4.75	.50	11.8
Class B4, 0000o>.....	7	9	61	63				
Freight.....					4.60	4.75	.15	3.3
Class C2, 00oo>.....	3	6	29	29				
Passenger.....					3.73	4.25	.52	13.9
Class C3, 000oo>.....	4	1	39	39				
Local freight.....					4.50	5.00	.50	11.1
Through freight.....					4.50	4.75	.25	5.6
Work, wreck, circus, and mine runs.....					4.25	4.75	.50	11.8

XV.

RAILROADS IN EASTERN TERRITORY AND BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN: 1913.

Matters in dispute between the Brotherhood of Locomotive Firemen and Enginemen and the eastern railroads, which finally culminated in arbitration proceedings, had their beginning in certain demands presented to the railroads by the employees in June, 1912. The proposals presented by the Brotherhood of Locomotive Firemen and Enginemen, through its duly accredited officers, in support of the demands of the firemen and hostlers employed on the railroads named was for an increase in wages and for sundry changes in the rules controlling working conditions. As early as July 1, 1912, a meeting was had between a committee representing the firemen and the conference committee of managers of the railroads, in the city of New York. Subsequent to that date a number of similar meetings were held and much correspondence passed. The firemen were represented in these conferences by W. S. Carter, president, and other officers of the brotherhood, and the railroads were represented by Elisha Lee, chairman of the conference committee of managers. After numerous conferences and the exchange of proposals the parties to the controversy were unable to agree and jointly asked Martin A. Knapp, presiding judge of the United States Commerce Court, and Charles P. Neill, Commissioner of Labor, to mediate the differences between the firemen and the railroads, in pursuance of the provisions of the act of Congress commonly known as the Erdman Act.

These mediators, however, were unable to settle the differences. Soon thereafter the correspondence covering the negotiations between the brotherhood and the railroads, together with a historical statement, was published over the signatures of the officers of the brotherhood, and the question of a strike was submitted to the firemen employed throughout the territory covered by the railroads. The total number of votes cast were reported as 33,916, of which 32,918, or 96.5 per cent were in favor of a strike.

Immediately following the counting of this strike vote, further conferences were held between the conference committee of managers and the brotherhood representatives but they were still unable to agree upon a settlement, and again the assistance of Martin A. Knapp, presiding judge of the United States Commerce Court, and G. W. W. Hanger, Acting Commissioner of Labor, in pursuance of the provisions of the Erdman Act, was invoked to mediate the differences between the firemen and the railroads. Their efforts at mediation did not accomplish a settlement of the controversy, but resulted in an agreement to adjust the differences by arbitration.

ARTICLES OF ARBITRATION AGREEMENT.

The articles of agreement of arbitration were made and entered into by the respective parties on the 18th day of February, 1913, and it was agreed that the questions to be submitted to arbitration would

be the requests of the employees as set forth in the "Second Amended Proposition of Locomotive Firemen in Eastern Concerted Wage Movement, 1912," dated December 18, 1912, which was as follows:

ARTICLE 1. A day's work: Ten hours or less, or 100 miles or less, will constitute a day's work in all classes of service, except as otherwise specified. The time for which a fireman will be paid will begin at the time he is required to report for duty and end when engine is delivered at point designated by the company.

ART. 2. Rates of wages: The following rates of wages per day will be the minimum rates paid in all classes of service on all railroads parties to this agreement:

(a) Passenger and through freight:

Weights of locomotives, in pounds on drivers.	All classes of passenger service.	Through freight.	
		One fireman.	Two firemen.
Less than 80 000.....	\$2.55	\$2.90	.....
80 000 and less than 100 000.....	2.65	3.00	.....
100 000 and less than 140 000.....	2.80	3.20	.....
140 000 and less than 170 000.....	3.00	3.35	.....
170 000 and less than 200 000.....	3.20	3.50	.....
200 000 and less than 250 000.....	3.40	.....	\$3.35
			3.35
250 000 and less than 300 000.....	3.60	.....	3.50
			3.50
300 000 and less than 350 000.....	3.80	.....	3.50
			3.50
350 000 and less than 400 000.....	4.00	.....	3.50
			3.50
400 000 and less than 450 000.....	4.00	.....	3.50
			3.50
450 000 and less than 500 000.....	4.00	.....	3.50
			3.50
500 000 and over.....	4.00	.....	3.50
			3.50

Except as otherwise provided, on all engines weighing 200 000 pounds or more on drivers, when used in through freight service, two firemen will be employed.

(b) Switching service:

Switch engine firemen on engines weighing less than 140,000 pounds on drivers, per day of 10 hours or less, \$2.60.

Switch engine firemen on engines weighing 140,000 pounds or over on drivers, per day of 10 hours or less, \$2.80.

(c) Road hostlers, road hostlers' firemen, and hostlers (other than road hostlers). The following wages per day will be paid to road hostlers, road hostlers' firemen, and hostlers (other than road hostlers):

Road hostlers, per day of 10 hours or less, \$3.75.

Road hostlers' firemen, per day of 10 hours or less, \$2.50.

Hostlers (other than road hostlers), per day of 10 hours or less, \$2.50.

The term "Road hostlers" will be understood to mean such hostlers as are employed in handling engines between passenger stations and roundhouses or yards, or on main tracks.

The term "Road hostlers' firemen" will be understood to mean such men as are employed to assist the road hostlers and to fire such engines as may be in charge of the road hostlers.

The term "Hostlers (other than road hostlers)" will be understood to mean such men as are employed in handling engines in and about the roundhouses, ash pit, or storage tracks.

(d) Electric locomotive firemen: The following rates of wages will be paid to electric locomotive firemen, according to class of service in which they are used:

All classes of passenger, per day of 10 hours or less, 100 miles or less, \$3.

All classes of through freight, per day of 10 hours or less, 100 miles or less, \$3.25.

All classes of switching, per day of 10 hours or less, \$2.80.

The term "Electric locomotive firemen" will be understood to mean the second man on electric locomotives.

All working conditions applicable to steam locomotive firemen in steam service will apply to electric locomotive firemen in electric service.

(e) Pusher and helper service: In pusher and helper service on engines weighing less than 250,000 pounds on drivers, firemen will be paid through freight rates accord-

ing to weight on drivers. On engines weighing 250,000 pounds or over on drivers when used in pusher or helper service firemen will be paid \$3 per day of 60 miles or less, 6 hours or less. On grades or divisions of more than 10 miles in length relief firemen will be furnished and no fireman will be required to fire for more than 6 hours or 60 miles in any 24-hour period. Should a lighter engine be substituted for an engine of 250,000 pounds or more on drivers after one trip or vice versa, the miles, hours, rates of pay as applied to the heavier engine will prevail.

(f) Local freight, way freight, pick-up, and set-out service: Firemen on all runs that load or unload freight, and firemen on all runs that set-out or pick-up cars, or do switching at four or more points between their initial and final terminals, will be considered as in local freight, way freight, pick-up, or set-out service and will be paid 25 cents a day in addition to through freight rates specified herein according to weight on drivers of engine used, provided, that on local freight, way freight, pick-up and set-out trains, when locomotives weighing 200,000 pounds or more on drivers are used, and when at no time during the trip the tonnage of the train exceeds 60 per cent of the regular rating of the same class of locomotive in through freight service, there will be but one fireman employed at the following rates per day: On locomotives weighing 200,000 pounds on drivers and less than 300,000 pounds on drivers the rate of wages for the one fireman will be \$3.90 per day, and on locomotives weighing 300,000 pounds or more on drivers the rate of wages will be \$4.25 per day. After having started on a trip with one fireman on engines weighing 200,000 pounds or more on drivers the tonnage of the train will not be increased at any time during the trip beyond 60 per cent of the regular rating of the same class of locomotive when used in through freight service.

(g) Rates of wages to apply to all classes of service not specified: In all classes of service not specified firemen will be paid through freight rates according to weight on drivers, and two firemen will be used as in through freight service, except that in wreck train and work train service one fireman will be employed at the following rates: On locomotives weighing less than 200,000 pounds on drivers through freight rates will be paid; on locomotives weighing 200,000 pounds on drivers and less than 300,000 pounds on drivers the rate of wages will be \$3.65 per day; on locomotives weighing 300,000 pounds and over on drivers the rate of wages will be \$4 per day, it being understood that in ballast, filling and gravel train service through freight rates will be paid and two firemen will be employed as in through freight service.

(h) Official record of weights on drivers: For the purpose of recording weights on drivers of locomotives each railroad, party to this agreement, will permanently post bulletins at all terminals showing accurately such weights for all locomotives in service.

ART. 3. Overtime: (a) General rule: Overtime will be paid pro rata in all classes of service, except passenger service, on a basis of 1 mile for each 6 minutes. Except as otherwise specified, the basis from which overtime in all classes of service will be computed will be 10 hours or 100 miles. Miles and hours will not be counted together, but where miles exceed hours, miles will be allowed, and where hours exceed miles, hours will be allowed.

(b) Overtime in passenger service: Overtime in passenger service (except suburban service) will be paid at the rate of 35 cents per hour and on a basis of 20 miles per hour, five hours or less, 100 miles or less, to constitute a day's work. Overtime in suburban service will be paid at the rate of 35 cents per hour and on a basis of 10 miles an hour continuous service from time reporting for duty until relieved from duty. Ten hours or less, 100 miles or less, to constitute a day. All overtime in passenger service will be paid on a minute basis. In all passenger service hours or miles will be paid whichever are the greater.

(c) Overtime in pusher or helper service: Overtime in pusher and helper service on engines weighing less than 250,000 pounds on drivers will be paid for at pro rata rates for all over 10 hours or 100 miles. Overtime in pusher and helper service on engines weighing 250,000 pounds or more on drivers will be paid for at pro rata rate, 50 cents per hour or 5 cents per mile, for all over 6 hours or 60 miles. It is understood that firemen in pusher and helper service on engines weighing 250,000 pounds or more on drivers will not be worked more than 6 hours or 60 miles, except in cases of extreme necessity.

ART. 4. Terminal delay: (a) When the actual departure of any train is delayed to exceed one hour after a fireman is required to report for duty, or when a train has reached its final terminal limits and is then delayed from any cause so that the fireman is not relieved from duty within 30 minutes after having reached the final terminal limits, the fireman will be paid an additional compensation for all such delays over one hour at the initial terminal and for all such delays over 30 minutes at the final terminal. In computing this additional compensation each six minutes of delay will be considered as 1 mile. Initial and final delay will be paid for in addition to overtime if any overtime is made.

ART. 5. Held away from home terminal: Firemen held at other than home terminal (including rest period) will be paid continuous time for all time so held after the expiration of 15 hours from time relieved from previous duty at the rate per hour paid him for the last service performed; less than one hour not to be paid for.

ART. 6. Assistance for passenger and freight firemen: On all engines in through freight service where but one fireman is employed, and on all engines in passenger service, coal will be kept where it can be reached by the fireman from all decks of all engines.

ART. 7. Work not required of firemen: Firemen will not be required to clean engines, tanks, flues, nor to clean fires at terminals, nor to scour brass, paint stacks, smoke arches, or front ends, nor to place tools and supplies on engines or to remove same, nor to fill lubricators, headlights, markers, or lamps. However, firemen will be held responsible for knowing that the necessary supplies and proper tools for firing are placed on engines before leaving the terminal.

ART. 8. Tie-up between terminals: When from any cause firemen are "tied-up" or relieved from service between terminals, they shall receive not less than a full day's pay for the class of service and engine for the period employed from leaving initial terminal to point of "tie-up" or relieved from service, and shall receive not less than a full day's pay from point of tie-up after again being called for service to the final terminal, when they will be relieved from further duty, and be again called for service in their turn. If more than 100 miles or more than 10 hours are made on either portion of the trip, overtime shall be paid for each portion separately.

ART. 9. Limitations and avoidance of this agreement: Rates of wages that are higher and conditions of employment that are better than specified in this agreement will remain in effect, and matters not covered or changed by this agreement will be maintained, but will be subject to change through negotiations by committees representing firemen on each individual line as in the past. Conditions and practices now in effect on any railroad party to this agreement will not be changed for the purpose of offsetting increases in wages and improved working conditions secured by this agreement.

ART. 10. Date of agreement: Any increases in wages or working conditions of firemen secured through this agreement will be effective as of July 1, 1912.

SCOPE OF THE ARBITRATION.

The railroads which were parties to the arbitration agreement were as follows:

Baltimore & Ohio.
Baltimore & Ohio Southwestern.
Bessemer & Lake Erie.
Boston & Albany.
Boston & Maine.
Buffalo, Rochester & Pittsburgh.
Central New England.
Central Railroad of New Jersey.
Chicago, Indiana & Southern.
Chicago, Terre Haute & Southeastern.
Cincinnati, Hamilton & Dayton.
Cincinnati, Lebanon & Northern.
Cincinnati Northern.
Cleveland, Cincinnati, Chicago & St. Louis.
Dayton & Union.
Delaware & Hudson.
Delaware, Lackawanna & Western.
Detroit, Toledo & Ironton.
Detroit, Toledo & Milwaukee.
Dunkirk, Allegheny Valley & Pittsburgh.
Erie.
Grand Rapids & Indiana.
Hocking Valley.
Indiana Harbor Belt.
Indianapolis Union.
Kanawha & Michigan.
Lake Erie, Alliance & Wheeling.

Lake Erie & Western.
Lake Shore and Michigan Southern.
Lehigh Valley.
Long Island.
Maine Central.
Michigan Central.
Monongahela.
New Jersey & New York.
New York Central & Hudson River.
New York, Chicago & St. Louis.
New York, New Haven & Hartford.
New York, Philadelphia & Norfolk.
New York, Susquehanna & Western.
Pennsylvania lines east.
Pennsylvania lines west.
Philadelphia & Reading.
Rutland.
Toledo & Ohio Central.
Toledo, Peoria & Western.
Toledo, St. Louis & Western.
Vandalia.
Wabash-Pittsburgh Terminal.
Western Maryland.
West Side Belt.
Wheeling & Lake Erie.
Wilkes-Barre & Eastern.
Zanesville & Western.

ORGANIZATION OF THE ARBITRATION BOARD.

The above named railroads served practically all that part of the United States east of the Mississippi and north of the Ohio and Potomac rivers. The trackage of these companies was approximately 70,000 miles of main line, being something more than one-fourth of the entire trackage of the United States. They represented 40 per cent of the total capitalization of all railroads in the United States, and they transported about 47 per cent of the ton miles and about 43 per cent of the passenger miles of all the railroads in the United States. The firemen employed on these railroads numbered about 31,000 for the year 1912 and the wage payments of the same year were approximately \$29,000,000.

The railroads appointed as their arbitrator William W. Atterbury, of Philadelphia, Pa., and the brotherhood appointed as its arbitrator Albert Phillips, of Sacramento, Cal. The two arbitrators thus chosen, having failed within five days after their first meeting for that purpose to appoint a neutral arbitrator, requested the presiding judge of the United States Commerce Court, William A. Knapp, and the Acting United States Commissioner of Labor, G. W. W. Hanger, to appoint a third arbitrator. William L. Chambers, of Washington, D. C., was selected for this position on the 3d day of March, 1913.

The board of arbitrators appointed as above held its first meeting at the Waldorf-Astoria Hotel, in the city of New York, on Monday, March 10, 1913. William L. Chambers was elected chairman of the board and H. S. Milstead was appointed secretary. There were public hearings daily, with the exception of Sundays, from March 10 to and including April 5, 1913. From the latter date executive sessions of the board were held to consider the testimony, arguments, and exhibits to and including April 23, 1913, on which date the board announced its award.

This was the first case in which elaborate statistical arguments and briefs were presented by each side. Employees from many different lines of railroads throughout the territory covered were called to testify on behalf of the firemen and in connection with the testimony given on the stand some 50 printed exhibits were submitted by W. S. Carter, president of the Brotherhood of Locomotive Firemen and Enginemen, who conducted this case on behalf of the employees. The railroads called perhaps an equal number of witnesses and filed a large number of exhibits. The evidence taken on the stand comprised more than 2,000 printed pages, and the four volumes of printed exhibits included as many more pages in the aggregate.

THE TESTIMONY AND ARGUMENT OF THE EMPLOYEES.

The employees held that the two important questions to be decided by the board of arbitration were:

(1) The request of the locomotive firemen and hostlers that uniform rates of wages and uniform rules of employment be placed in effect on all railroads participating in the arbitration, except that rates that were higher or rules that were more desirable already in effect, should be maintained.

(2) The request of the locomotive firemen and hostlers that an increase in rates of wages and changes in certain rules of employment be placed in effect on all railroads participating in the arbitration, except on such railroads as were already paying higher rates of wages or had already granted rules that were more desirable than those the locomotive firemen and hostlers requested.

The locomotive firemen and hostlers contended that in view of the fact that they had not asked, in some instances, as high rates of wages or as advantageous rules of employment as were already in effect on some of the railroads in eastern territory was evidence of the conservatism of these requests.

STANDARDIZATION.

On the question of uniform rates and rules the employees claimed that rates of wages and rules of employment should be made uniform on all railroads participating in the arbitration. In support of this they advanced the following argument:

(1) Uniformity in rates and rules were necessary for the purpose of comparison in future arbitrations as evidenced by the inability of the present board of arbitration to determine what had been the increases or changes on any one railroad during past years.

(2) Uniformity was necessary and desirable in other industries as evidenced by the peace, contentment, and profit that prevailed in the mining industry where uniform rates and rules were in effect in the same competitive districts as compared with the instability of prices, the discriminations and abuses, and the continuous unrest of employees where uniformity did not prevail.

(3) Uniformity in freight and passenger rates was a privilege of the railroads guaranteed by Federal legislation and official rulings as evidenced by the Federal law requiring uniform passenger and freight rates to be charged by all railroads and to all patrons, thus eliminating discrimination and favoritism.

(4) Uniformity in cost of materials and equipment purchased by railroads was an economic law as evidenced by the fact that favors in special prices were not charged to certain railroads by locomotive builders and the fact that all railroads pay the same price for steel rails, oils, and other materials and supplies in the same market.

(5) Uniformity in rates and rules should not be influenced by relative wealth of railroads, because in no other trade or industry did the wealth of the employer fix the wage of the employee. The less prosperous railroads profit as greatly by the labors of the locomotive firemen or hostlers as the wealthiest of railway corporations.

(6) The further claim was made that the request for uniformity in rates and rules was not a "standardization"; that the employees had carefully graduated rates of wages in their request in accordance with the service rendered, the labor performed, and the productive efficiency of the firemen, and that they had requested a lesser rate on locomotives where the fireman produced a smaller profit for the railroads.

THE BASIS OF A DAY'S WORK.

As to article 1, providing the basis of a day's work, the firemen contended that the adoption of this rule would be beneficial more for reasons of uniformity than for any other purpose, because—

(1) Thirty-eight of the fifty-four railroads participating in the arbitration had the rule in effect of "10 hours or less, 100 miles or less" a day's work.

(2) Thirteen of the fifty-four railroads had rules fixing the time for which a fireman would be paid as beginning when he reported for duty.

(3) Had the eastern railroads not adopted such a rule it should be placed in effect, because—

(a) Considering the arduous duties of the firemen they should not be required to work longer than 10 hours or more than 100 miles a day without additional compensation.

(b) On some railroads 9-hour and 8-hour days had been established.

(c) A fireman should not be required to report for duty until his services were required, and he should not be required to render service without compensation therefor.

WEIGHT ON DRIVERS AS A WAGE BASIS.

As to weight on drivers as a basis of wage payments the firemen contended that this was a proper method for fixing rates of wages, because—

(1) It was the basis demanded by western railroads, as demonstrated by the attitude of the conference committee of managers.

(2) It was the basis advocated by the conference committee of managers of the eastern railroads in the engineers' case of 1912.

(3) It was proposed by the conference committee of managers of the eastern railroads participating in this arbitration during the negotiations preceding this arbitration.

(4) It was the most practical basis for fixing wages in proportion to power developed by the locomotive, and, therefore, in proportion to the service and productive efficiency of the fireman.

(5) It would make possible the fixing of a rate of wages that would equalize the difference between the excessive labor and productive efficiency of a fireman on a heavily loaded train and the lesser labor and productive efficiency of a fireman on a lighter train.

TWO FIREMEN REQUIRED ON LARGE ENGINES.

As to the need of two firemen on the large locomotives the position of the firemen was in substance as follows:

(1) To oppose the introduction of the modern large locomotives it was acknowledged would be unsound economy because the larger and more powerful the locomotive the greater the tonnage of trains and the earnings of the railroads.

(2) So far as they were physically able the firemen also realized they should fire these large locomotives.

(3) The present request for two firemen on locomotives weighing 200,000 pounds or more on drivers included less than half the locomotives on which assistance should be furnished.

(4) With two firemen employed on the larger locomotives the efficiency of such locomotives would be greatly increased; the labor being shared by two firemen, the tonnage might be increased or the time reduced; an additional car on the train because of an additional fireman would produce revenue more than sufficient to pay wages of entire train crew; a reduction of two hours in overtime on each trip would save the expense more than equal to the cost of the second fireman; expense of tie-ups under the Federal law would often be avoided at a great saving to the railroads.

(5) The labor of one fireman on a large locomotive had passed human endurance, making it necessary for him to lay off a large portion of his time for purpose of recuperation, thus reducing his earnings.

(6) Mechanical stokers had so far proved impracticable because of the great expense to the railroads of maintenance, the necessity for coal of certain size and quality, faulty construction, and inability to properly fire the locomotive. The cost of maintaining mechanical stokers and interest on investment probably would result in greater expense, it was declared, than the wages of a second fireman.

(7) With two firemen on a locomotive there would be greater opportunity for one of the firemen to assist the engineer in watching block signals, looking out for unexpected flags, obstructions, misplaced switches, etc.

(8) Relieving firemen in the middle of a division would not be practicable.

HIGHER RATES OF PAY.

As to rates of pay, the firemen claimed that the advances requested were just and reasonable for the following reasons:

(1) Wages of locomotive firemen on eastern railroads had never been commensurate with their labors, as compared with wages of firemen on other railroads.

(2) The increases in wages of firemen during the past 10 years claimed to have been made by eastern railroads only emphasized the unfairness of the basic rate, when comparisons were made between present rates on eastern railroads and rates on other railroads.

(3) The requests made, it was declared, were less than the average wages paid locomotive firemen by eastern railroads, and very much less than the wages paid on a majority of western railroads.

(4) Increase in tonnage of trains had greatly increased the labors of firemen.

The firemen contended also that the rates of wages requested for switching service should be placed in effect because—

(1) Wages of switch-engine firemen were much lower than those of any other employees in yard service; their interests usually had been neglected by firemen's committees in negotiations of wage schedules; only on a few railroads had they been granted proper recognition.

(2) While the work of firing a switch engine was not so laborious as firing in road service, the fireman was required constantly to watch for signals and obstructions, and was held responsible therefor.

(3) The higher rate requested on the larger engine was justified by the claim that the larger engines were usually maintained in the most important and congested yards, where responsibility was greatest, and were also usually used in transfer service, for which most western railroads paid a higher rate than for regular switching service.

The position of the employees relative to rates of wages for road hostlers, road hostlers' firemen, and hostlers (other than road hostlers) was as follows:

(1) The rates requested were equitable.

(2) Taken in connection with the definitions that were a part of the rule, they made it possible for the railroads to designate a comparatively few hostlers to act as road hostlers, thus escaping the necessity of paying the higher rate except to road hostlers.

(3) Road hostlers were usually graduated firemen, but in some instances were disqualified engineers because of physical injury or ailment. As they were required to possess all the qualifications of engineers they should be paid a rate of wages commensurate to their duties and the services they perform.

(4) Hostlers (other than road hostlers) being required to operate locomotives in their care, and being held responsible for the condition and custody of locomotives, should be compensated in accordance with these duties.

(5) Road hostlers, firemen, being not only firemen in the usual sense of the word, but also flagmen and switch tenders in the movement of the locomotive upon which they were engaged, should be entitled to the rate of pay requested.

As to the rates of wages requested for electric locomotive firemen, the contention of the firemen was briefly, as follows:

(1) The electric question was an economic one; a question as to what was to become of steam railroad employees as electric locomotives were substituted for steam locomotives; a question as to permitting the genius of the inventor and the avarice of the employer depressing the American standard of living.

(2) The absence of physical labor had been considered when the request was made for one rate of wages for the electric locomotive firemen in each class of service, regardless of the size of the electric locomotive; the rate requested was slightly more than the minimum steam rates because it was not considered just that the advent of electric locomotives should drive all firemen down to the lowest steam rates.

(3) Aside from the handling of coal the electric locomotive fireman assumed all the duties and responsibilities of other firemen—the same rules were to be learned and observed, and signals, switches and obstructions were to be watched.

As to the rates of pay requested in pusher and helper service, the arguments put forward by the firemen were, as follows:

(1) On locomotives weighing less than 200,000 pounds on drivers, through freight rates, with but one fireman, were a proper compensation for a 10-hour day.

(2) The work of a pusher or helper fireman was usually at isolated points; seldom were home conveniences present: usually it was necessary to maintain families at terminals and these together with other undesirable conditions made this request equitable.

(3) The work was exceedingly laborious, and the heat from the fire-box more intense because of the slow movement of the locomotives.

(4) The pusher and helper fireman was required also to perform the duties of flagman and brakeman, as no conductor, flagman or brakeman was assigned to a helper or pusher locomotive.

As evidence of the justice of their requests for rates of pay in local and way freight, pick-up and set-out service, the following arguments were presented by the employees:

(1) The justness and fairness of a differential for these branches of the service have been recognized on a majority of railroads and some railroads paid a higher differential than was requested.

(2) The railroads' exhibits showed that in this class of service that although the average length of a trip was shorter than in slow freight the average time on the trip was much longer.

(3) Only in exceptional cases did firemen prefer this service, and then only because they were willing to accept less wages for the purpose of securing day work, or for the purpose of being with their families alternate nights and Sundays.

In support of their requests for the payment of through freight rates in all classes of service unspecified, the firemen submitted the two reasons below:

(1) The elimination of the innumerable rates and diversity of rules then in effect on railroads was desirable.

(2) Practically all railroads already paid through freight rates in some miscellaneous classes of service, which was evidence that in each class of service the equity of payment of through freight rates had already been recognized.

As to article 2 (*h*) official record of weights on drivers, the employees contended that the adoption of this request was essential in the event that the arbitration board should decide that the weight on drivers of locomotives was a proper basis of firemen's wages, because frank and open dealings required the greatest publicity as to what rate of wages was due on each and every locomotive in the service.

OVERTIME.

As to article 3 (*a*), overtime—general rule—the firemen claimed that there should be no question as to the adoption of this rule, because—

(1) Thirty-eight of the fifty-four railroads participating in the arbitration had a similar 10 hours per day rule, and practically all were paying firemen on the basis of a 10 hours or less 100 miles or less day.

(2) Twenty-six of the fifty-four railroads participating in this arbitration were now paying on the "minute basis."

(3) The "minute basis" of paying overtime was usually desired, it was stated, by both the railroads and the firemen because it removed any incentive toward unfairness by either the subordinate officials of the railroads or the individual fireman.

As to article 3 (*b*), overtime in passenger service, the firemen maintained that this request was equitable and should be granted because—

(1) The lower rates of wages in passenger service were fixed with the understanding that 100 miles should be made in a comparatively short time.

(2) Hour for hour in passenger service the physical strain on the larger locomotives was even greater than in average freight service, and the mental strain, because of rapidity with which signals were passed and observed, was greater than in freight service.

(3) The special rate of 35 cents per hour for overtime in passenger service requested was less than pro rata on a 5-hour day and other railroads had already recognized the justice of paying a higher rate per hour.

(4) The overtime rule requested in suburban service was not only equitable but already in effect on several railroads. Suburban service was made up of a series of short trips and, therefore, time for which firemen were paid should be computed from time they were required to report for duty, and overtime should begin at the expiration of 10 hours after they were required to report for duty.

The firemen contended further that no class of men working under wage agreements received as little consideration in rates and rules relative to overtime as railroad employees in engine and train service; that not only was the hod carrier and building laborer paid much higher rates per hour than the locomotive fireman, but they were paid time and one-half and double time for all hours worked after an 8-hour day. It was also asserted that the complaints of the railroads against so-called "constructive mileage" should not be taken seriously, for the reason that within recent years firemen in all classes of service except passenger service usually worked on the "hourly basis," instead of the "mileage basis," owing to the excessive amount of time on the road.

TERMINAL DELAY.

As to article 4, terminal delay, the firemen's case in this matter may be summed up as follows:

(1) It was intended that the rule should be punitive in its application; that when subordinate officials of railroads were held responsible for the payment of "double" rate for terminal delays such delays would not occur; as excessive rates of overtime had limited the day's work in other industries, this rule would limit the time a fireman was required to report for duty and limit the time he was held on duty after he had completed his trip.

(2) Firemen contended for opportunity for rest, as much as for additional compensation for the work they performed when their trip was finished; they hoped by the adoption of this rule to secure opportunity to recuperate between trips and not be required to report for duty until needed.

(3) If firemen were to be denied the relief sought by this rule because of exigencies of service they claimed that the railroads were better able to bear the burden of expense than the firemen were able to bear the burden of detention.

HELD AWAY FROM HOME TERMINAL.

As to article 5, held away from home terminal, the firemen contended that this request was not only fair, but necessary, if burdens of modern railway practice were to be shared by the railroads, because—

(1) It was not unusual for employers to defray expenses of employees when sent from their homes in the performance of their duties.

(2) The holding of firemen off duty at other than home terminals added to their expenses and decreased their earnings, thus working a double hardship upon the firemen who might have families at their home terminal to support.

(3) This request when adopted would permit the railroads to hold a fireman at a terminal away from his home terminal for 15 hours and 59 minutes without compensation, and then pay him only for the hours held after the expiration of 15 hours.

ASSISTANCE REQUIRED AND EXTRA WORK TO BE ELIMINATED.

As to article 6, assistance for passenger and freight firemen, the firemen declared that this request should be granted by the board, because—

(1) Since the introduction of larger tenders on practically all locomotives, so much coal was placed on the tender that not much more than half of it could be reached by the fireman from the deck of the locomotive, making it necessary for the fireman to handle a large part of the coal twice, thus greatly adding to his labors.

(2) Firemen in making this request understood that each railroad might comply with it in a manner preferred by that road; where coaling stations were at frequent intervals the tender might again be filled; where the practice was to have special employees assist the fireman such practice might be continued; where mechanical devices had been or might be established for the purpose of keeping coal within reach of firemen, this method was acceptable.

As to article 7, work not required of firemen, the firemen contended that the adoption of this rule would be fair and should be placed in effect, because—

(1) It was a gross injustice to require a fireman to perform any labor for which no compensation was paid.

(2) Firemen on western railroads were relieved of the cleaning and painting of any part of a locomotive by an agreement reached between a conference committee of managers of western railroads and a firemen's committee in 1907.

(3) Where rules requiring firemen to do cleaning remained, they were sometimes used in a discriminating manner, resulting in the suspension or dismissal of one fireman, disliked by a subordinate official, while other firemen were not required to observe the rule; on some occasions the noncompliance with the cleaning rule by the fireman was used as an excuse by subordinate officials for noncompliance with other portions of the rules.

(4) Just as merchants no longer required their clerks to remain after closing hours to scrub floors, or to come before opening to sweep floors, railroads should relieve firemen from cleaning locomotives.

(5) No other class of railway employees were required to do such work, in addition to other and distinct duties, and no other class of employees had more other and distinct duties to perform than the locomotive fireman.

(6) If firemen were specially compensated for this work they would still prefer it be done by a boy usually employed at a lesser expense by the railroads.

(7) Removing tools, filling lubricators, filling headlights, markers, and other lamps should not be done by firemen, as such work might and should be done while the locomotive was in charge of the round-house force

DELAY BETWEEN TERMINALS.

As to article 8, tied up between terminals, the firemen asserted that this rule should be put into the schedules for the following reasons:

(1) In a vast majority of tie-ups under the Federal 16-hour law, the direct cause was the overloading of locomotives resulting in the inability of trains to get over the division within the 16-hour period; the overloading of locomotives by heavy tonnage trains being exceedingly profitable to the railroads, they could afford to be liberal.

(2) Usually at tie-up points firemen were in an exhausted condition, after from 14 to 16 hours strenuous labor, and found only poor accommodations for rest and food; 10 hours of broken rest, perhaps on the locomotive or in the train caboose, after 16 hours of excessive labor, leaves them, it was stated, in no physical condition to resume the trip 26 hours after leaving the home terminal; upon reaching the end of the trip after tie-up, firemen were in no condition to again begin a trip without extra rest, but they often found that other members of their crews had been able to begin another trip, and as a consequence, made more mileage than firemen.

(3) Under such conditions a fireman should receive not less than a full day's pay for the work performed after resumption of trip from tie-up point, making it possible for him to take sufficient rest without loss of earning power.

CONDITIONS OF ARBITRATION AGREEMENT.

As to article 9, limitations and avoidance of this agreement, the firemen contended that this was a fair rule and should be granted:

(1) No better evidence of the conservatism of the firemen's present requests could be presented, it was claimed, than this rule, showing that some railroads participating in this arbitration were already paying rates that were higher and had in effect conditions of employment that were better.

(2) If disputes should arise as to the intents of the award reached by the arbitration board, such disputed matters should not be arbitrarily decided by the railroads or by the firemen, but an effort should be made to adjust equitably such differences of opinion; failing to reach an agreement as to the intent of any provision of the arbitration award both the railroads and the firemen should request a decision from the arbitration board, which decision should be accepted by both the railroads and the firemen as final and binding.

As to article 10—date of agreement—the firemen contended that this request should be placed in effect, because—

(1) Negotiations were adjourned on July 2, 1912, at request of railroads; negotiations were again adjourned on August 28, 1912, at request of railroads.

(2) The conservatism of firemen had resulted in an entire year passing since requests were first presented to railroads.

(3) If the award should not be made retroactive a premium would be placed upon vexatious delays, resulting in great expense to firemen; and if railroads should be allowed to profit by such delays there would be no end to wage negotiations.

INCREASED PRODUCTIVE EFFICIENCY OF EMPLOYEES AND REVENUE GAINS OF THE RAILROADS.

As to the ability of the railroads engaged in the proceedings to pay increased compensation to their locomotive firemen and hostlers the testimony and argument of the employees was briefly as follows:

Judged by their progress in operating performance during the past decade, the onus of which had fallen upon locomotive firemen in the form of an increased consumption of coal for each locomotive-mile traveled, all the railroads engaged in the proceedings were able to pay advances in compensation to their firemen. Each transportation company showed operating revenue in 1912, as compared with 1902, sufficient to meet all advances in costs of operations and increases in interest charges on new capital actually invested in roadbed and equipment. Succinctly stated, the exhaustive study of the increase in the productive efficiency of locomotive firemen during the period 1902-1912, based upon the annual reports to the Interstate Commerce Commission of 44 representative railroads engaged in the arbitration proceedings, established the following conclusions:

(1) The total value of freight traffic transported by the 44 representative railroads studied was 40,221,623,889 ton miles greater in 1912 than in 1902, representing an increase of 62.90 per cent.

(2) In 1912, as compared with 1902, passenger traffic increased to the extent of 4,097,928,324 passenger-miles, or 49.16 per cent.

(3) The traffic power of all single expansion locomotives in service on these 44 railroads increased during the past 11 years 337,501,616 pounds, or 120.69 per cent.

(4) The average revenue freight train load was 135.43 tons or 35.13 per cent greater in 1912 than in 1902.

(5) In face of this extraordinary expansion of traffic, however, the number of freight train miles, because of larger locomotives and cars and heavier trainloads, increased during the period of 1902-1912, only 19.36 per cent, and the increase in the number of passenger train miles during the 11 years 1902-1912 was only 26.37 per cent. The increase in the total number of train miles was only 13.29 per cent.

(6) As a combined result, therefore, of the large increase in tractive power of locomotives, and in freight train and passenger train loads, the large expansion in passenger and freight traffic during the period 1902-1912 was transported with a comparatively small increase in the number of firemen. Only 26.32 per cent more freight train fire-

men and only 27.80 per cent more passenger train firemen were employed by these 44 railroads in 1912 as compared with 1902.

(7) The number of transportation units handled per fireman, therefore, was much greater in 1912 than in 1902. The ton-miles per freight-train fireman were 1,773,985, or 28.50 per cent greater in 1912 than in 1902, and passenger-miles per passenger-train fireman were 159,985, or 16.88 per cent more in 1912 than in 1902.

The firemen's fundamental claim was that, as the result of these improvements, which had made possible the transportation of a larger quantity of freight and passengers per train, the fireman had been compelled to undergo a constant increase in the amount of work required of him, which was well exemplified by the larger quantity of coal which he had to handle. In other words, the improvements in transportation which had made it possible to handle the increasing volume of freight with fewer train miles had added greatly to the arduousness of work or physical exertion required of locomotive firemen. Their hours of work had also been lengthened and their earning ability, even at higher rates of remuneration, had been curtailed.

The entire cost of the operation of the 44 representative railroads studied was 43 cents more per revenue train mile in 1912 than in 1902, but the increase in revenue from operation during this same period was 56 cents per revenue train mile, leaving a net gain in revenue over and above increases in expenses of operation of 13 cents per revenue train mile. A grant of a 25 per cent advance in compensation to locomotive firemen would cost the railroads only \$0.014 per revenue train mile, which deducted from the net gain in revenue for the fiscal year 1912 would still leave \$0.048 per revenue train mile available for the benefit of stockholders.

By reference to Exhibits 50 and 51, presented by the Brotherhood of Locomotive Firemen and Enginemen, it was pointed out that an increase of 20 per cent to firemen, equivalent in dollars and cents to \$4,936,108, would have absorbed only four hundred and fifty-eight thousandths of 1 per cent of the operating revenues of 1912 of the railroads engaged in this arbitration. The extent to which the transportation companies added to their gross and net earnings during the last half of the calendar year 1912, as compared with the last six months of the calendar year 1911, showed a greatly advanced increase as against the revenues set forth in the tables, compiled by the employees which extended only to July 1, 1912.

All the railroads engaged in the present proceedings, when the actual amount of capital invested in roadbed, structures, and equipment was considered, without reference to watered capitalization or financial investments, had sufficient operating revenues, it was asserted, to cover all operating expenses, including a liberal advance in wages to firemen and all legitimate capital charges.

THE TESTIMONY AND ARGUMENT OF THE RAILROADS.

The position taken by the railroads was put forward under six general heads, as follows:

1. The railroads contended that a comparison of the amount of work performed by firemen in 1902 and in 1912, and the amount of wages paid a fireman in 1902 and 1912 showed that a fireman's pay had increased during that period more than the amount of his work.

They further claimed that nothing had taken place since the adjustment of 1910 to necessitate any further increase or the establishment of a minimum day's pay in the eastern territory.

2. The railroads declared further that the fact that the wages of firemen in the eastern district were lower than those in the western district was not conclusive on the question of their sufficiency, since wages in the eastern district had always been on a lower basis than in the western district and in the case of the firemen were nearer the basis of wages in the West than in the case of industrial employees.

3. It was argued that the weights on drivers was not a governing factor in itself of the work required of firemen, and therefore the question of a second man should not be decided on this basis alone.

4. If uniform wages and working conditions were desirable they should be made uniform as a whole, and not made uniform by only bringing up the low spots and bettering the less favorable working conditions.

5. The rates and working conditions applying to firemen in the steam service were not applicable to firemen or helpers on electric locomotives.

6. A company in poor financial condition should be permitted to pay wages that would obtain men of whatever grade they might require.

INCREASED EARNINGS.

Taking up the first of these general subjects—that of increase in work and pay of firemen—the railroads presented several exhibits showing comparisons for 1902 and 1912. For example, they showed that the annual earnings by firemen's Exhibit 12 and railroads' Exhibit 1 for 1902 were \$648, and for 1912, \$925.69, an increase of \$277.69, or 42.9 per cent.

In this connection, reference was made by the railroads to the question of the relative amount of overtime which firemen worked as compared with 1902, and attention was called to the frequent reference to this question in argument of counsel for the firemen; that it had been stated repeatedly, when increased daily compensation and increased annual compensation were brought out either from the employees' witnesses or from the railroads' witnesses, that overtime was probably due to an increase in the number of hours on the road. There is, however, no evidence introduced in behalf of the firemen on this question, and their position was sustained only by statements of counsel. From the testimony and exhibits of the railroads it was, however, clear that there has been no increase in the amount of time on the road since 1902, but rather a substantial decrease. Not the least attempt was made to challenge the fact plainly established by railroads' exhibits that the average time on duty per trip had decreased.

MINIMUM DAY'S WAGE.

Considering the question of a minimum day's pay, the railroads rested their case on this question largely on the decision in the eastern engineers' arbitration and quoted at length from that part of that award in their argument. In the engineers' case, it was pointed out, the board simply established certain minimum rates, but failed to define how such minima should be applied, leaving the question open

to serious misunderstandings. The railroads contended that the principle of a minimum day's wage refers to the calendar, or rather to a 24-hour period day, and that the principle of a minimum wage a day never contemplated the payment of two minima per day without giving service approximating the wages paid. The railroads insisted that payments for service in excess of the minimum day's wage or in excess of the mileage and also in excess of specified trips should, in fairness to them, be paid for on the basis of miles or hours, whichever was the greater, and asserted further that this method would produce liberal compensation for the service so rendered.

UNIFORM RATES AND RULES.

The railroads deemed that the eastern district should have the same rates of pay as those in effect in the western district. They attempted to show by statistics that in reality there was but a very slight differential between the earnings per 100 miles run of the firemen in the two districts.

Uniform rates and working rules, the railroads claimed, could only be established where uniform conditions existed, and further, that operating conditions were not uniform, nor could they be made so, even if it was desired, and, therefore, any attempt at uniformity must of necessity be made on some arbitrary basis, which to the railroads did not seem proper.

FINANCIAL ABILITY TO PAY.

The position of the railroads to the effect that the financial condition of a railroad should have some bearing on the rate of wages paid was fully set forth in Exhibit 1, Sub-Exhibit 11, which showed that some roads were financially unable to stand any additional expense, and others actually showed a deficit. In addition to this the railroads claimed that any abnormal increase in rates granted firemen was certain to bring about other collateral increases, thus adding to the burden which the weaker railroads were now carrying.

ARGUMENT AS TO SPECIFIED REQUESTS.

As to the detailed requests of the firemen, the opposing argument of the railroads has been summarized and set forth in the following pages.

Article 1. A day's work: The railroads stated that because of the fact that this was the general practice on the railroads in the eastern district, they believed that the general terms of this article should be granted. The award, however, when made should specifically set forth what should be done with the numerous specified runs now paying higher than the basic rates, of which the time limits were, generally speaking, also higher, but in a few instances lower than justified by the mileage on a 10-mile per hour basis. To reduce these time limits without at the same time reducing the specified trip rate to the basis of mileage, with a minimum of 100 miles, would be equivalent to granting a substantial increase in pay on specified runs already paying a much higher rate than the mileage times the basic rate.

Article 2. Rates of wages—passenger: The railroads stated that the firemen's original demands as applied to passenger service called for an increased outlay of \$336,475 per annum, or 5.7 per cent, while their second amended demands called for an increased outlay of \$1,842,413.22 per annum, or 32.3 per cent. By reference to the minutes of meetings of the conference committee of managers with the firemen it would be seen that the firemen's committee apparently did not understand that their amended request was nearly six times the increase called for in their original request, so far as passenger service was concerned, thus indicating that their requests were perhaps not as carefully considered, even by themselves, as the gravity and importance of the case demanded.

The opportunities in the passenger service, it was claimed, to make large mileage within a very short time were such as to justify a very much lower rate than in the freight service.

In the freight service the speed basis was fixed at 10 miles equals one hour, while in through passenger service the speed basis was fixed at 20 miles as the equivalent of an hour. If, therefore, the question of the proper relation in the basic rate for the two services was to be determined by the opportunities or ability to make mileage, it would appear that the passenger rates petitioned for were entirely too high.

Firemen must be considered, the railroads declared, from the standpoint of serving an apprenticeship, during which time they were receiving journeymen's pay, which was not the case in other apprenticeship service. In addition, firemen in all classes of service were assured of their promotion to engineers within a reasonable number of years in service, because of the fact that generally speaking, there was but one fireman to one engineer and a railroad's engineers are almost always obtained exclusively from among its firemen. The average service of firemen in the eastern district was slightly more than six years, until their promotion to engineers. This was fully shown, it was claimed by railroads' Exhibit 1, Sub-Exhibit 2.

Another very important development affecting the question was, the railroads argued, the fact that most roads using the larger engines in passenger service were, as rapidly as possible, equipping such engines with superheaters and brick arches, and some railroads were installing mechanical stokers, thereby reducing the coal consumption and at the same time making the work of the fireman much lighter. It was uniformly admitted by the firemen who testified in behalf of the employees as well as those who testified in behalf of the railroads that engines equipped with superheaters would do the same or greater amount of work as saturated steam engines with a substantially less amount of fuel.

Based on the rate of \$4.25 recently granted passenger engineers it would be observed, the railroads stated, that the firemen were asking a much higher ratio of the engineers' rate, except on the smaller engines below 80,000 pounds on drivers.

In connection with article 2, rates of wages, through freight, the railroads stated that the fixing of rates for railroad train and engine employees was the most intricate of any class of service with which the railroads had to contend. In almost any other occupation it was possible to arrive at an approximately equitable basis by the fixing of compensation more or less upon an hourly basis. To do so, however, in the train and engine service would not be satisfactory to

either the men or the railroads, for the reason that it would take away the incentive or opportunity to earn a full day's wage in less than the established time in hours, which increased the earning power of employees per month above the calendar days in the month, while a method of wage payment based on hours would retard the movement of traffic and deprive the railroads of the most economic use of their power and equipment. The railroads were willing, therefore, that the rates, as a general proposition, should be based on two general principles—"miles" and "time"—and the relation of these two factors should be considered in connection with the character of the service in fixing rates of pay.

The rates of the firemen showed, it was claimed, that for a number of years, both in the eastern district as well as for the United States as a whole, the relation they bore to the engineers' rates had been gradually advancing from 56.63 per cent in 1900 to 61.15 per cent in 1911. Exhibit 1, Sub-Exhibit 34 (railroads), showed the average tractive power for the year 1912 as compared with 1900, while Exhibit 1, Sub-Exhibit 22, showed the average trainload for the same period, and from these statements it was seen that the average tractive power in the period named underwent an increase of 52.2 per cent, while the average trainload showed a gain of only 36.5 per cent. It was therefore clear that the railroads had not received the full benefit of the increased tractive power of locomotives in heavier trainloads. Exhibit 1, Sub-Exhibit 33, sheet 2, set forth the fuel consumption in freight service per 100 locomotive miles, from which it would be observed, the railroads claimed, that during the period 1902 to 1912 the coal consumed per 100 locomotive miles had increased 46.8 per cent, while the wages paid to the firemen per locomotive mile in that period had increased 59 per cent. This proved, it was asserted, that on the basis of coal consumption the firemen had been more than compensated for any increase in coal handled.

With reference to that part of the proposal calling for two firemen the railroads stated that the question of two firemen, considered from the standpoint of equity as between the firemen and the railroads, is or should be in reality a demand for any one of several forms of relief. The railroads believed that the question of two firemen was one that was absolutely of a local character and should be solved in each instance by a consideration of all conditions surrounding a run or set of runs.

It was contended on the part of the railroads that the arbitrary demand for a second fireman on all locomotives in through freight service weighing 200,000 pounds or more on drivers was unreasonable and not justified by local conditions at all points, nor was it justified by local conditions at all times on the same division. This was the opinion, it was pointed out, expressed by several witnesses for the railroads. Approximately 20 per cent of the through freight business in the eastern district was what was known as fast or preference freight, on which the trainload represents considerably less than full rating, and in some instances only half the full tonnage rating. It was therefore quite clear, from the railroads' standpoint, that while it might be proper to furnish assistance to slow freight men hauling full tonnage over certain divisions, or portions of a division, it would be entirely improper to require this same assistance on the light tonnage trains, known as fast or preference freight. Again, the grades of the

division might be such, it was stated, as to require assistance only over a portion of the division, instead of over the whole, and as a consequence the arbitrary demand of the firemen for two men could not be justified under such conditions.

The answer of the railroads to article 2, rates of wages in switching service, as requested by the firemen; was that in many respects switching service, particularly in the larger yards, was a preferred service, inasmuch as the day consisted of regular hours of duty, the men on the service not being subject to calls at irregular hours, except perhaps in cases of emergency. Furthermore, from the very character of the service this work was light, as far as firing the locomotive was concerned, which fact might be corroborated by reference to Exhibit 1, Sub-Exhibits 34 and 36, which showed that for the year 1912 the average consumption per mile in freight service was 204.3 pounds, as against 108.8 in shifting service, indicating that the fuel handled by firemen in shifting service is approximately one-half of that handled by firemen in freight road service.

A careful comparison of the rates paid in the eastern district indicated, the railroads asserted, that the minimum rates asked for by the firemen were the maximum rates for the class of engine paid in the district, and it was the contention of the railroads that local conditions did not warrant such a high minimum at all points; neither could they see the justice of a different rate for the larger engines in switching service.

As to hostlers, the railroads pointed out that their Exhibit 2, Sub-Exhibit 033, showed that only 8 of the 50 roads involved in the arbitration proceedings had rules or regulations containing provisions for rates for hostlers. Because of this fact it would appear that there was no proper basis for these demands in this proceeding. The number of hostlers applying to the first two definitions as given by the firemen was small, very few of the roads permitted any one but promoted men to handle engines over main tracks, even between engine houses and yards or stations. With reference to the third definition—"Hostlers other than road hostlers,"—it was the contention of the railroads that the nature and character of their work more nearly corresponded to that of roundhouse or engine house employees, and therefore could not consistently be classed with firemen.

As to the demand for the same rates of pay in electric service as in steam service, the statement advanced was that it was not the contention of the railroads that the actual earning capacity of the helper on the electric locomotive should be reduced below that of a fireman on a steam locomotive, but they did claim that for a day's work they should be permitted to get an additional output in the way of increased mileage, because in this service the railroads really paid the man for time rather than labor. The fireman or helper on an electric locomotive was practically relieved of all physical labor and protected against extremes in weather conditions; he was merely an attendant placed in the locomotive to guard against accidents in case the engineer from any cause should become disabled. His primary duty was to observe signals and perform such other minor duties as was required of him by the engineer. The position required no special skill or training, as was clear from the testimony of the road foremen of electric engines on the New York Central and Pennsylvania railroads.

The railroads contended that the rates and working conditions in effect were more than fair and equitable for the service in question and presented arguments and a number of reasons for this conclusion.

Article 2. Rates of wages, pusher and helper service: The objections of the railroads to the granting of this proposal were:

(1) The fact that the demands fixed the day for engines weighing 250,000 pounds or over on drivers at 60 miles or 6 hours, which in itself represents a decrease of 40 per cent in miles or hours, as compared with the usual 100-mile or 10-hour a day proposition.

(2) Because the demand for a 6-hour day was further added to by their request for a relief fireman on grades or divisions of more than 10 miles in length, practically meant two firemen on this class of engines, for it so happened that in a great majority of cases pusher and helper service on the roads in the eastern district covered a distance of more than 10 miles in length, so that in reality these demands meant: (a) Double the outlay in the number of men employed, and (b) 40 per cent less output in mileage per fireman engaged in this service.

It was a well known fact, it was asserted, that the firemen engaged in pusher and helper service were engaged in actual firing for only very short periods. Testimony was offered showing that the work of a fireman in pusher service was less arduous than in through freight service, and so far as the employment of a relief fireman was concerned the argument made and testimony offered covering through freight service applied, it was claimed, to this article with equal force. The 6-hour day requested would be positively impracticable, because of the extremely short day demanded which permitted of no exceptions under any circumstances. In many instances so much of the six hours would have elapsed before the actual push began that it would be necessary to relieve the first man called and bring a new man into the service, because the first man could not complete the push within the 6-hour limit.

Article 2. Rates of wages, local freight: The answer of the railroads to this request was that the differential as between rates paid in through freight service and local freight service originally applied only to the train crew and was primarily intended as compensation for the additional labors required of the train crew in loading and unloading freight at the several stations between terminals. Notwithstanding the award in the engineers' case, which granted the engineers in local freight service 25 cents additional per 100 miles over that in through freight service, the railroads contended that the conditions surrounding firemen engaged in local freight service as against those engaged in through freight service did not justify any differential in the rates. In the case of the engineers there was some ground for a differential by reason of the numerous stops and the necessary physical labor on the part of the engineers due to the frequent stops. This argument could not apply to firemen, however, because the trains were almost always light.

The stipulation that runs which set out and picked up cars and did switching at four or more points between their initial and final terminals would, it was claimed, add very greatly to the number of trains and crews that would hereafter be considered as coming within local freight rates and conditions. In the case of the Philadelphia & Reading Railway it was shown by testimony that under the rule

requested practically every freight train on the road would be a local freight train.

The demands of the firemen were declared to be excessively high both as to rates and to the definition placed on what trains shall be considered in the local freight class. They could not be justified by conditions surrounding the service, and, therefore, should be denied.

Article 2. Rates of wages, nonspecified service: The railroads stated that they had no objection to having through freight rates applied to service not otherwise specified. They did seriously object, however, to the rates and conditions demanded in the article covering through freight service.

In the matter of mechanical stokers, the railroads asserted that from the testimony given by their witnesses it was clear that engines equipped with mechanical stokers, even when the stoker did not give perfect service, required very much less physical labor on the part of the fireman, regardless of the size of the locomotive, and this reduction of work would be further lessened with the development of the stoker. There could be, therefore, no possible reasons, it was claimed, for paying the firemen on locomotives equipped with mechanical stokers on the basis of weight on drivers, or, for that matter, on any other basis that would provide for a differential in the rates as between large and small engines. In fact, from the testimony it would seem only just and proper that a lower rate should be paid when mechanical stokers were used.

Article 2. Weights of locomotives: The answer of the railroads to this proposal was that they had no objection to furnishing in any proper manner information affecting rates of pay for firemen.

Article 3. Overtime: The answer of the railroads to this proposal, briefly stated, was as follows: To the first paragraph of this article, by reason of the general practice in effect in the territory, they did not make any serious objection, provided it was clearly understood that overtime in all classes of service, except passenger, should be based on 1 mile for each six minutes, or, as more commonly stated, 10 miles per hour or 100 miles per day. The railroads stated that their understanding of this article was that on runs of 100 miles or less overtime would begin after the expiration of 10 hours, and that the time after which overtime began would be automatically increased according to the mileage of the run, or, in other words, on a run of 110 miles overtime would begin after 11 hours and on runs of 120 miles overtime would begin after 12 hours.

The railroads directed special attention to the fact that the firemen's demands called for overtime in all passenger service except suburban service, to be paid for on the basis of 20 miles per hour, which demands would place all of the short "turn-around" runs, not considered in the suburban service, on a 20-mile per hour basis. In many instances it would put men in this service, it was claimed, on overtime before the run was half completed, by reason of long lay-over periods between trips.

Overtime payments were, perhaps, as much the result of the men as of the railroads, it was declared, and it would be a very dangerous precedent to establish a higher rate for dead or nonremunerative time than the rates prevailing for working or running time, because the premium thus granted would be an incentive to make overtime rather than to avoid it, and in this way not only the railroads but also the

public would suffer by reason thereof. While the railroads and the different organizations generally recognize pro rata rates for overtime, the position of the railroads was that from the standpoint of equity and justice a somewhat lower rate for overtime should apply, which in itself would remove any incentive to make overtime on the part of the employees.

In suburban service employees fixed the minimum day at 10 hours, but inasmuch as engineers, conductors, and trainmen on practically all railroads in the eastern territory had an 8 and 12 hour rule, it was believed that less complications would result and a more equitable arrangement will be arrived at by adopting this rule for the firemen. It should be understood, however, that the time limits of 8 and 12 hours apply to the minimum rate and 100 miles, and any excess rate paid over the basic rate should operate to increase these time limits accordingly. Likewise mileage in excess of 100 miles should give pro rata increases in the time limits.

As to overtime in pusher and helper service, the position taken by the railroads was that the work of the firemen on these large locomotives should not be adjusted by the rate or by the reduction in the number of hours or mileage constituting a day, but, on the contrary, such assistance should be given as might be determined upon after making a thorough investigation of the conditions surrounding the service. For these reasons the railroads objected to not only the rate per hour asked for as applied to overtime, but also the 6-hour basis, or 60 miles, after which overtime should be computed.

Article 4. Terminal delay: Briefly stated the answer to this proposal by the railroads was as follows: The application of this article to the operating conditions of the railroads would be very complicated and, in addition to the actual increase paid to the firemen, in reality would represent double pay for the same service. The generally recognized method of payment of trainmen, including firemen, not only in the eastern district but also in others, was largely made a mileage basis. It was clear, therefore, that the general principle underlying the payment of such service was based on two essentials, namely, "time" and "mileage," and if the men exceeded either one or the other of these essentials, additional payments were made for such service.

As regards initial terminal delay the railroads stated that the reasons assigned for declining to allow initial terminal delay by the board in the engineers' case was sound, and in the judgment of the railroads, applied with equal force to final terminal delay, and the board was requested to give weight to the decision in that case on this question. The railroads were a unit on the proposition that an employee's time should begin as soon as he was required to report for duty and should continue until he was relieved from duty, without the introduction of any side issues. The demands of the firemen, it was claimed, contained in this article should be refused.

Article 5. Held away from home terminal: The railroads asserted in their reply to this proposal that the Federal 16-hour law required road crews to be given 8 or 10 hours rest (the latter in case of 16 consecutive hours previous duty), during which period the men were not subject to call. Taking the rest period into consideration, which the railroads were bound to observe, the demands of the firemen left only 7 hours under the one case and 5 hours under the other

in which the railroads must be prepared to return crews to what is known as their home terminal, under penalty of full pay if not so returned. The public guaranteed no traffic, much less were the railroads assured of traffic at regular intervals. Fluctuations in business were beyond the railroads' control. This demand was therefore unreasonable, and particularly so when consideration was given to the fact that practically all of the railroads had at a very large expense provided the employees with resthouses and wash rooms, which privileges were being rapidly extended.

Article 6. Assistance to passenger and freight firemen: The railroads' objections to this proposal were threefold:

(1) This demand would in many instances, when applied to through passenger runs without stops, require a second man to accompany the engine over the entire run.

(2) The handling of coal had always been considered part of the fireman's work, and no serious testimony was introduced by the firemen to show any reason why they should be relieved of it.

(3) On many railroads included in the eastern district arrangements were in force on the harder service runs for keeping coal within reach of the firemen from the decks of engines, and since cases of this kind were so largely local in character it was thought that the question should be left with the individual roads and their men for settlement.

Article 7. Work not required of firemen: This article practically relieved the fireman, the railroads claimed, from cleaning of locomotives at all and was so sweeping in its character that they doubted the propriety of favorable consideration, from a sanitary standpoint alone. Reference was made to exhibits offered by the railroads showing that most of the road parties to the arbitration agreement required very little cleaning work now to be done by firemen other than the inside of the cab and the windows. On a number of the branch lines and on yard engines and work train engines, where the service was comparatively light, the firemen were still required to do a certain amount of cleaning and wiping of the locomotives, but such cleaning was no hardship and should not be disturbed by any general rule which entirely eliminated the responsibility of the fireman so far as cleaning his engine was concerned. On engines running in pool service and laying over at terminals where engine house employees were located, the cleaning was now being largely taken care of by such forces.

With reference to the firemen being relieved from placing tools and other supplies on locomotives, the railroad stated that this preparatory work was now being largely performed by the fireman while the engineer was inspecting his engine and doing other necessary work. If the fireman should be relieved of this work it would naturally follow that their reporting time would not need be the same as that of the engineer. In other words their time on duty would be reduced and consequently their earnings, in case of overtime, would be relatively lower.

Article 8. Tied up between terminals: The reply of the railroads to this proposal may be summarily stated as follows:

(1) The rules in effect, covering practically the entire eastern district, provided that if crews were tied up between terminals they should again be considered on duty and under pay immediately upon

the expiration of the minimum period allowed for rest on the basis of miles or hours, whichever was the greater, from tie-up points to the next tie-up point or terminal, which certainly insured liberal compensation for services which bring no return to the railroads.

(2) In compensating employees for hours on duty the rule need only provide for allowing time, from time reporting for duty until final relief, less rest period provided by law, and since regulations in effect on the railroads did fully compensate employees for all time given to the service, and in many instances special allowances were in effect, there would seem to be no good reason for changing present practices.

Article 9. Limitations and avoidance of agreement: This article the railroads considered one of the most important subjects submitted for arbitration, and should, they thought, be decided upon its merits, rather than upon precedents established in other awards either through mediation or arbitration.

The firemen contended that any advantages in high rates or favorable working conditions enjoyed by them should not be disturbed. Likewise the railroads insisted that advantages enjoyed by the several lines should not be removed. High spots in rates and favorable working conditions, as a rule, were the result of settlements made on the individual roads, through the "give-and-take method," and since the standardization of rates and the establishment of a minimum day's pay was the result of petition on the part of employees there could be no justice in retaining "high spots" unless this board also allowed the "low spots" to remain. The firemen were dealing for the firemen as a whole, it was stated, and should the board rule that present "high spots" should not be disturbed the railroads requested, upon a basis of equity to the railroads, that at the same time lower rates should not be advanced.

Article 10. Date of agreement: The answer of the railroads to this proposal was that they desired that the question of the effective date of the award, like all other questions in regard to this arbitration, be determined in strict compliance with the Erdman Act. The law in accordance with the terms of which both parties had unreservedly agreed to settle their difficulties fixed with absolute certainty the date upon which the award of the board should become operative. Section 4 of this act provided that the award having been so filed—

shall go into practical operation and judgment shall be entered thereon accordingly at the expiration of 10 days from such filing, unless within such 10 days either party shall file exceptions thereto for matter of law apparent on the record, in which said award shall go into practical operation and judgment be entered accordingly when such exceptions shall have been finally disposed of either by said circuit court or on appeal therefrom.

A careful consideration of this and subsequent sections of this act, the railroads believed, would settle this question, and since this was the effect of the law, the request of the firemen that the award should be retroactive, the railroads claimed, must be considered to have been impliedly stricken out.

In summarizing the evidence, the railroads first called attention to the fact that there was no consistent theory underlying the demands of the firemen. In the majority of instances the railroads claimed that the firemen appeared to take the position that they should be given certain rates because those rates were paid in the West. In switching service, the railroads declared that the firemen, on the

other hand, were not content to ask for western rates, but sought to secure uniform rates as high as the highest in effect in the East. In electric service, the railroads claimed that the firemen abandoned both of these positions and frankly admitted that their demands were based on the theory that as an economic proposition the introduction of an improved machine should not result in any decrease in the earnings of the operators. The railroads declared that the firemen were not consistent in their position, for they went so far as to ask that they be paid, not the minimum rates in effect in the same class of steam service, but in some cases medium rates and in others maximum rates.

In the requests bearing upon working conditions, the railroads declared that the firemen were generally asking for the most favorable that could be found on any particular road and not in effect in any territory as a whole, and the combination of these exorbitant rates and maximum working conditions, with the existing higher rates and better working conditions now in existence on some individual roads in the eastern territory, would force the compensation paid firemen, and therefore the cost to the railroads, in the eastern territory to a plane much higher than in any other territory in the United States.

The granting of the demands of the firemen would cost the railroads of the eastern district, it was asserted, the sum of \$10,363,430 per annum, or an increase of 35.5 per cent in the wages paid this class of employees, and would be equivalent to placing a prior lien upon the railroads in this district ahead of all other obligations equal to the enormous sum of \$259,085,753 calculated upon a 4 per cent basis. The railroads contended that no such increase was justifiable, and pointed to the liberal treatment granted the firemen during the past decade, as fully set forth in their Exhibit 1, Sub-Exhibits 3, 4, and 5, showing the increases in rates of pay secured since the year 1900.

The railroads claimed, in conclusion, to have shown that specific rates, rules, and regulations were not susceptible of standardization in the East as a whole other than upon some arbitrary basis, and since this method could only be used at the expense of, or rather, in lieu of equity and justice, standardization should not be granted or further extended.

COMPARISON OF REQUESTS OF EMPLOYEES AND THE AWARD OF THE BOARD.

In the following pages a comparison is made of the requests of the employees which constituted the basis of the arbitration proceedings and the award of the board of arbitration. Both the requests and the award have been digested and placed in parallel columns, so that they may be quickly compared.

REQUESTS OF EMPLOYEES AND AWARD OF BOARD OF ARBITRATION COMPARED.

REQUESTS.

ARTICLE 1. Ten hours or less, 100 miles or less to constitute a day's work in all classes of service, except as otherwise specified. Time for which firemen be paid will begin at time required to report for duty and end when engine is delivered at point designated by company.

AWARD.

ARTICLE 1. Ten hours or less, 100 miles or less to constitute a day's work in all classes of service, except as otherwise specified. Time for which firemen will be paid will begin at time required to report for duty and end when engine is delivered at point designated.

ART. 2. *Rates of wages.*—(a) Passenger and through freight:

Passenger service: Less than 80,000 pounds on drivers, \$2.55; 100,000 and less than 140,000, \$2.80; 80,000 and less than 100,000, \$2.65; 140,000 and less than 170,000, \$3; 170,000 and less than 200,000, \$3.20; 200,000 and less than 250,000, \$3.40; 250,000 and less than 300,000, \$3.60; 300,000 and less than 350,000, \$3.80; 350,000 and less than 400,000, \$4; 400,000 to 500,000 and over, \$4.

Through freight: Less than 80,000 pounds on drivers, \$2.90; 80,000 and less than 100,000, \$3; 100,000 and less than 140,000, \$3.20; 140,000 and less than 170,000, \$3.35; 170,000 and less than 200,000, \$3.50; 200,000 and less than 250,000, \$3.35; 250,000 and less than 300,000, \$3.50; 300,000 to 500,000 and over, \$3.50. All engines 200,000 pounds and over on drivers to have 2 firemen at rates above on these weights.

(b) Switching service: Switch-engine firemen on engines weighing less than 140,000 pounds, on drivers, per day of 10 hours or less, \$2.60; 140,000 pounds or over, on drivers, \$2.80.

(c) Road hostlers, per day, 10 hours or less, \$3.75; road hostlers, firemen, per day, 10 hours or less, \$2.50; hostlers (other than road hostlers), per day of 10 hours or less, \$2.50.

(d) Electric locomotive firemen: All classes of passenger service per day of 10 hours or less, 100 miles or less, \$3; through freight per day of 10 hours or less, 100 miles or less, \$3.25; switching service per day, 10 hours or less, \$2.80. All working conditions applicable to steam locomotive firemen in steam service will apply to electric locomotive firemen in electric service.

(e) Pusher and helper service: In pusher and helper service on engines weighing less than 250,000 pounds on drivers, firemen will be paid through freight rates according to weight on drivers. On engines weighing 250,000 pounds or over on drivers, when used in this service, firemen will be paid \$3 per day of 60 miles or less, 6 hours or less. On grades or divisions of more than 10 miles in length relief firemen will be furnished and no fireman be required to fire for more than 6 hours or 60 miles in any 24-hour period. Should lighter engine be substituted for engine of 250,000 pounds

ART. 2. *Rates of wages.*—(a) Passenger and through freight:

Passenger service: Less than 80,000 pounds on drivers, \$2.45; 100,000 and less than 140,000, \$2.60; 80,000 to 100,000, \$2.50; 140,000 to 170,000, \$2.70; 170,000 to 200,000, \$2.85; 200,000 to 250,000, \$3; 250,000 to 300,000, \$3.20; 300,000 to 350,000, \$3.40; over 350,000 pounds on drivers, \$3.60; Mallet engines, regardless weight on drivers, \$4.

Through freight: Less than 80,000 pounds on drivers, \$2.75; 80,000 to 100,000, \$2.85; 100,000 to 140,000, \$3; 140,000 to 170,000, \$3.10; 170,000 to 200,000, \$3.20; 200,000 to 250,000, \$3.30; 250,000 to 300,000, \$3.55; all engines over 300,000, \$4; Mallet engines, regardless weight on drivers, \$4. Where 2 firemen are employed on a locomotive as a result of the application of article 6 hereinafter, the rates of pay to each fireman shall be: 100,000 to 250,000, \$2.75; over 250,000 pounds on drivers, \$3.

(b) Switching service: Switch-engine firemen on locomotives weighing less than 140,000 pounds, on drivers, per day of 10 hours or less, \$2.50; 140,000 pounds or over, on drivers (excluding Mallets, \$4), \$2.60.

(c) Hostlers, per day of 10 hours or less, \$2.40. If hostlers are employed in handling engines between passenger stations and roundhouses or yards, or on main tracks, they will be paid, per day, 10 hours or less, \$3.25. If men are employed to assist hostlers in handling engines between places above named, they will be paid per day, 10 hours or less, \$2.50.

(d) Helper on electric locomotive: Term "helper" understood to mean second man employed on electric locomotives, shall receive per day, 10 hours or less, 100 miles or less, \$2.50, passenger service; through freight, per day, 10 hours or less, 100 miles or less, \$2.80; switching service, per day, 10 hours or less, \$2.50. All working conditions applicable to steam locomotive firemen in steam service will apply to helpers in electric service.

(e) Pusher and helper service: Firemen on locomotives in pusher and helper service, mine runs, work, wreck, belt line, and transfer service, and all other unclassified service will be paid through freight rates according to the class of engine.

or more on drivers after one trip, or vice versa, the miles, hours, rates of pay as applied to the heavier engine will prevail.

(f) Local freight, way freight, pick-up and set-out service: Firemen on all freight runs that load or unload freight, and firemen on all freight runs that set out or pick up cars or do switching at four or more points between initial and final terminals will be considered as in local freight, way freight, pick-up or set-out service, and will be paid 25 cents per day in addition to through freight rates specified herein according to weight on drivers of engine used, provided that on local freight, way freight, pick-up and set-out trains when locomotives weighing 200,000 pounds on drivers are used and when at no time during the trip the tonnage of the train exceeds 60 per cent of the regular rating of the same class of engine in through freight service, there will be but one fireman employed at the following rates per day: 200,000 pounds and less than 300,000 pounds on drivers, one fireman, \$3.90; 300,000 pounds and over, \$4.25 per day. After having started on trip with one fireman on engines weighing 200,000 pounds or more on drivers, tonnage of train will not be increased at any time during trip beyond 60 per cent of the regular rating of the same class of locomotive when used in through freight service.

(g) Rates of wages to apply to all classes of service not specified: In all classes of service not specified, firemen will be paid through freight rates according to weight on drivers, and two firemen will be used as in through freight service, except that in work train and wreck train service one fireman will be employed at following rates: Less than 200,000 pounds on drivers, through freight rates; 200,000 and less than 300,000 pounds on drivers, \$3.65; 300,000 pounds and over, \$4, it being understood that in ballast, filling, and gravel train service through freight rates will be paid, and two firemen will be employed as in through freight service.

(h) For purpose of recording weights on drivers of locomotives, each railroad, party to this agreement, will permanently post bulletins at all terminals showing accurately such weights for all locomotives in the service.

ART. 3. *Overtime.*—(a) General rule: Overtime will be paid pro rata in all classes of service, except passenger, on the basis of 1 mile for each 6 minutes. Except as otherwise specified, the basis from which overtime in all classes of service will be computed will be 10 hours or 100 miles. Miles and hours will not be counted together; where miles exceed hours miles will be allowed; where hours exceed miles hours will be allowed.

(f) Firemen in local freight service will be paid 15 cents in addition to through freight rates, according to class of engine.

(g) Award on this item covered in award on item (e).

(h) For the purpose of officially classifying the locomotive, each railroad, party to this arbitration, will keep bulletins at all terminals showing accurately the weight on drivers of all engines in its service.

ART. 3. *Overtime.*—(a) Overtime in all classes of service, except passenger, will be paid for pro rata on the minute basis. Except as otherwise specified, 10 hours or 100 miles will be the basis for computing overtime. Miles and hours will not be counted together; when miles exceed hours miles will be allowed, and when hours exceed miles hours will be allowed.

(b) Overtime in passenger service (except suburban service) will be paid at the rate of 35 cents per hour on a basis of 20 miles per hour, 5 hours or less, 100 miles or less to constitute a day's work. Overtime in suburban service will be paid at the rate of 35 cents per hour on a basis of 10 miles an hour continuous service from time reporting for duty until relieved from duty, 10 hours or less, 100 miles or less, to constitute a day. All overtime in passenger service will be paid on minute basis. In all passenger service, hours or miles will be paid, whichever is the greater.

(c) Overtime in pusher and helper service on engines weighing less than 250,000 pounds on drivers will be paid at pro rata rates for all over 10 hours or 100 miles. Overtime in pusher and helper service on engines weighing 250,000 pounds or more on drivers will be paid for at pro rata rate, 50 cents per hour or 5 cents per mile for all over 6 hours or 60 miles. It is understood that firemen in pusher and helper service on engines weighing 250,000 pounds or more on drivers will not be worked more than 6 hours or 60 miles except in cases of extreme necessity.

ART. 4. *Terminal delay.*—When the actual departure of any train is delayed to exceed 1 hour after a fireman is required to report for duty, or when a train has reached its final terminal limits and is then delayed from any cause so that the fireman is not relieved from duty within 30 minutes after having reached the final terminal limits, the fireman will be paid an additional compensation for all such delays over 1 hour at the initial terminal and for all such delays over 30 minutes at the final terminal. In computing this additional compensation each 6 minutes of delay will be considered as 1 mile. Initial and final delay will be paid for in addition to overtime if any overtime is made.

ART. 5. *Held away from home terminal.*—Firemen held at other than home terminal (including rest period) will be paid continuous time for all time so held after the expiration of 15 hours from time relieved from previous duty at the rate per hour paid him for the last service performed; less than 1 hour not to be paid for.

(b) Overtime in passenger service (except suburban service) will be paid at the rate of 30 cents per hour on the basis of 20 miles an hour, computed on the minute basis, 5 hours or less, 100 miles or less to constitute a day's work.

(c) On short turn-around runs, no single one of which exceeds 80 miles, including suburban service, overtime shall be paid for all time actually on duty or held for duty in excess of 8 hours (computed on each run from the time required to report for duty to end of that run) within 12 consecutive hours; and also for all time in excess of 12 consecutive hours, computed continuously from the time first required to report to the final release at the end of last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed 1 hour.

ART. 4. *Terminal delay.*—No initial terminal delay is allowed beyond that involved in the rule that pay shall begin in all cases at the time fireman is required to report for duty, but final terminal delay after the lapse of 1 hour will be paid for at the end of the trip at the overtime rate, according to class of engine, on the minute basis. For freight service final terminal delay shall be computed from the time the engine reaches the designated main-track switch connecting with the yard track. For passenger service final terminal delay shall be computed from the time the train reaches the terminal station. If road overtime has commenced terminal overtime shall not apply, and road overtime shall be computed to the point of final release.

ART. 5. *Held away from home terminal.*—Firemen in pool freight and in unassigned service held at other than home terminal will be paid continuous time for all time so held after the expiration of 18 hours from time relieved from previous duty, at the rate per hour paid him for the last service performed. If held 14 hours after the expiration of the first 28-hour period he will be paid continuous time for the next succeeding 10 hours, or until the end of the 24-hour period, and similarly for each 24-hour period thereafter. Should a fireman be called for duty after pay begins his time will be computed continuously.

ART. 6. *Assistance for passenger and freight firemen.*—On all engines in through-freight service, where but one fireman is employed, and on all engines in passenger service, coal will be kept where it can be reached by the fireman from all decks of all engines.

ART. 7. *Work not required of firemen.*—Firemen will not be required to clean engines, tanks, flues, nor to clean fires at terminals, nor to scour brass, paint stacks, smoke arches, or front ends, nor to place tools and supplies on engines, or to remove same, nor to fill lubricators, head-lights, markers, or other lamps. However, firemen will be held responsible for knowing that the necessary supplies and proper tools for firing are placed on engines before leaving the terminal.

ART. 8. *Tied up between terminals.*—When, from any cause, firemen are "tied up" or relieved from service between terminals, they shall receive not less than a full day's pay for the class of service and engine for the period employed from leaving initial terminal to point of tie up or relieved from service, and shall receive not less than a full day's pay from point of tie up, after again being called for service, to the final terminal, when they will be relieved from further duty, and be again called for service in their turn. If more than 100 miles or more than 10 hours are made on either portion of the trip, overtime shall be paid for each portion separately.

ART. 9. *Limitation and avoidance of this agreement.*—Rates of wages that are higher and conditions of employment that are better than specified in this agreement will remain in effect, and matters not covered or changed by this agreement will be maintained, but will be subject to change through negotiations by committees representing firemen on each individual line as in the past. Conditions and practices now in effect on any

ART. 6. *Assistance for passenger and freight firemen.*—When a second fireman is deemed necessary on any engine where one fireman is employed, or assistance is deemed necessary, the matter will be taken up with the proper officials by the firemen's committee. Failing to reach a settlement, the matter shall be referred to an adjustment commission, to be composed of five persons, two of whom are to be chosen by the railroad company, two by the firemen's committee, and one to be selected by the four thus chosen, who shall be the chairman of the commission. Should the four fail to agree upon the fifth, then three days after the last of the four is selected the fifth man shall be named by the presiding judge of the United States Commerce Court. If for any reason the selection of the fifth man can not be made by the presiding judge of said court, he shall be named by the United States district judge of the district in which the controversy may have arisen. All expenses incurred in connection with the settlement of such matters shall be borne equally by the two parties to the controversy.

ART. 7. *Work not required of firemen.*—Firemen will be relieved of cleaning engines. Lubricators will be filled, head-lights, markers, and other lamps cared for (including filling, but not lighting); and all supplies placed on engines at points where roundhouse or shop force are maintained. The fireman shall not be relieved of responsibility of knowing that engines for which they are called are properly equipped for service.

ART. 8. *Tied up between terminals.*—Firemen tied up between terminals on account of the hours-of-service law will be paid continuous time from initial point to tied-up point. When they resume duty on a continuous trip they will be paid from tied-up point to terminal on the following basis: For 50 miles or less or 5 hours or less, 50 miles' pay; for more than 50 miles up to 100 miles, or over 5 hours and up to 10 hours, 100 miles' pay; over 100 miles or over 10 hours, at schedule rates. This provision does not permit the running of firemen through terminal or around other firemen at terminals, unless such practice is permitted under the pay schedule.

ART. 9. *Limitation and avoidance of this agreement.*—The earnings of firemen in any class of service shall not be diminished by the provisions of this award; and if the rates that were higher or the conditions that were better antecedent to this award are necessary to guarantee this requirement they shall be maintained. Neither shall the earnings of the firemen in any class of service be increased above what the higher rates of

railroad, party to this agreement, will not be changed for the purpose of offsetting increases in wages and improved working conditions secured through this agreement.

ART. 10. *Date of agreement.*—Any increases in wages or working conditions of firemen secured through this agreement will be effective as of July 1, 1912.

pay and the conditions that were better antecedent hereto guaranteed him by a combination of the rates herein established with the conditions of service antecedent hereto, or vice versa. It is not intended that any of the terms or provisions of this award shall debar committees from taking up for adjustment with the management of the respective railroads any questions or matters not specifically covered herein.

ART. 10. *Date of agreement.*—This award shall take effect at the time and in the manner provided by the act of Congress entitled "An act concerning carriers engaged in interstate commerce and their employees," approved June 1, 1898.

EFFECT OF APPLICATION OF AWARD OF ARBITRATION BOARD ON INDIVIDUAL RAILROADS.

No uniform basis for the payment of locomotive engineers has up to the present time been adopted in the territory east of the Ohio and north of the Potomac rivers. Some railroads classify their rates of pay according to the size of cylinders; others, according to weight on drivers; still others, according to the number of wheels, and according to the trade name of the engines. Not until the year 1913 were the rates of pay to locomotive firemen in the eastern territory standardized according to weight on drive wheels, and the same basis of payment both to engineers and firemen in the West was not adopted until the year 1915. As a consequence, it was impossible, with the printed working schedules as a basis, to make any comparative study as to how rates of pay to engineers and firemen were affected by awards of arbitration boards. Methods of wage payment were frequently changed by the application of the decision of arbitration boards.

Under these conditions, it was decided to use as a basis of comparison of rates of pay the classification of locomotives required by the Interstate Commerce Commission. Up to the fiscal year 1915 this classification was uniformly used by the railroads in reporting to the commission. In the following comparisons the figures relative to the number of locomotives and their average weight on drivers (tons), prior to the fiscal year 1915, are based on information secured from pages 103 to 107 of the annual reports of the carriers to the Interstate Commerce Commission. In the form of annual report adopted for use in 1915 there were considerable changes made throughout, and locomotive classification was furnished in a different manner by the carriers. Because of this variation it was necessary to request the railroad companies to furnish data on locomotive equipment that would be comparable with prior years.

After the information as to number and weight of locomotives in the various classifications was secured from the annual reports of the railroads to the Interstate Commerce Commission, printed forms were mailed to the companies to be filled out. Each sheet was divided into three similar sections, providing for single-expansion, four-cylinder compound, and two-cylinder compound or cross-compound

locomotives. The information requested from the carriers was as follows:

- (a) Class of service in which each locomotive was engaged.
- (b) Number of locomotives of each class.
- (c) Rates of pay per day of 100 miles or 10 hours or less to (1) engineers, (2) firemen.

Because of the change in the 1915 reports, mentioned above, a special sheet for this year was prepared and sent to the railroad companies requesting, in addition to the other inquiries listed, the average weight on drivers (tons) of locomotives. The printed forms sent to the railroads were for the fiscal years prior and subsequent to any arbitration proceedings they were involved in, either with their engineers or firemen.

In the following derivative tables, rates of pay to locomotive firemen and hostlers are shown prior and subsequent to the award of the arbitration board in eastern territory of April 23, 1913.

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines.

BESSEMER & LAKE ERIE R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	13	13	69	69				
Switching.....					\$2.75	\$2.75	\$0.00	0.0
Class B3, 000o>.....	25	25	62	62				
Through freight.....					3.00	3.00	.00	0.0
Local freight.....					3.00	3.15	.15	5.0
Switching.....					2.75	2.75	.00	0.0
Regular passenger.....						2.62		
Excursion.....						2.75		
Class B4, 0000o>.....	109	119	86	87				
Engines 74 to 82 tons on drivers:								
Through.....					3.00	3.10	.10	3.3
Local.....					3.00	3.25	.25	8.3
Engines 89 and 91 tons on drivers:								
Through.....					3.00	3.20	.20	6.7
Local.....					3.00	3.25	.25	8.3
Engines 112 to 114 tons on drivers:								
Through.....					3.00	3.35	.35	11.7
Local.....					3.35	3.45	.10	3.0
Switching.....					2.75	2.75	.00	0.0
Class C2, 000o>.....	15	10	37	44				
Regular passenger.....					2.62	2.62	.00	0.0
Excursion.....						2.75		
Class C3, 0000o>.....	7	7	47	47				
Switching.....					2.75	2.75	.00	0.0
Regular passenger.....					2.62	2.62	.00	0.0
Excursion.....						2.75		
Freight.....					3.00	3.00	.00	0.0
Class F3, o0000o>.....		4		72				
Regular passenger.....						2.70		
Excursion.....						2.75		

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

BALTIMORE & OHIO R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	20	24	36	40				
Switching:								
First-class yards.....					\$2.65	\$2.65	\$0.00	0.0
Second-class yards.....					2.55	2.55	.00	.0
All other yards.....					2.50	2.50	.00	.0
Class A3, OOO>.....	138	136	54	54				
Switching:								
First-class yards.....					2.65	2.65	.00	.0
Second-class yards.....					2.55	2.55	.00	.0
All other yards.....					2.50	2.50	.00	.0
Class A4, OOOO>.....	26	6	90	68				
Switching:								
First-class yards.....					2.65	2.65	.00	.0
Second-class yards.....					2.55	2.60	.05	2.0
All other yards.....					2.50	2.55	.05	2.0
Class B3, OOOo>.....	52	46	49	49				
Freight.....					2.75	2.85	.10	3.6
Class B4, OOOOo>.....	1,169	1,183	83	83				
Freight:								
173,000 pounds and less than 274,000 pounds.....					3.00	3.20	.20	6.7
Between 140,000 pounds and 173,000 pounds.....					2.95	3.00	.05	1.7
All other engines.....					2.75	2.85	.10	3.6
Class C2, OOOo>.....	186	169	35	35				
Passenger.....					2.30	2.45	.15	6.5
Class C3, OOOOo>.....	284	277	53	54				
Passenger:								
80,000 to 100,000 pounds on drivers.....					2.30	2.50	.20	8.7
100,000 to 140,000 pounds on drivers.....					2.30	2.60	.30	13.0
Freight:								
80,000 to 100,000 pounds on drivers.....					2.40	2.85	.45	18.8
100,000 to 140,000 pounds on drivers.....					2.40	3.00	.60	25.0
Class E4, oOOOo>.....	161	322	109	111				
Freight.....					3.10	3.30	.20	6.5
Class F2, oOOo>.....	52	52	58	58				
Passenger.....					2.40	2.60	.20	8.3
Class F3, oOOOo>.....	75	105	81	81				
Passenger:								
140,000 to 170,000 pounds on drivers.....					2.50	2.70	.20	8.0
170,000 to 200,000 pounds on drivers.....					2.50	2.85	.35	14.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class A6, OOOOOO>.....	1	1	167	167				
Freight.....					3.35	4.00	.65	19.4
Class OOOO-OOOO>.....	20	30	231	232				
Freight.....					4.00	4.00	.00	.0
Class OOOO-OOOo>.....	1	1	155	155				
Switching.....					2.75	4.00	1.25	45.5
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class C3, OOOo>.....	9		65					
Freight.....					3.00			

BOSTON & MAINE R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	37	20	35	36				
Switching.....					\$2.35	\$2.50	\$0.15	6.4
Class A3, OOO>.....	191	201	57	57				
Switching:								
First-class yards.....					2.35	2.60	.25	10.6
Second-class yards.....					2.35	2.50	.15	6.4
Class B3, OOOo>.....	176	173	60	60				
Through freight:								
80,000 to 100,000 pounds on drivers.....					2.75	2.85	.10	3.6
100,000 to 140,000 pounds on drivers.....					2.75	3.00	.25	9.1
Local freight:								
80,000 to 100,000 pounds on drivers.....					2.75	3.00	.25	9.1
100,000 to 140,000 pounds on drivers.....					2.75	3.15	.40	14.5

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

BOSTON & MAINE R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class B4, 0000o>.....	152	222	78	76				
Through freight:								
140,000 to 170,000 pounds on drivers...					\$2.90	\$3.10	\$0.20	6.9
170,000 to 200,000 pounds on drivers...					2.90	3.20	.30	10.3
Local freight:								
140,000 to 170,000 pounds on drivers...					2.90	3.25	.35	12.1
170,000 to 200,000 pounds on drivers...					2.90	3.35	.45	15.5
Class C2, 000o>.....	336	304	36	34				
Passenger:								
Less than 80,000 pounds on drivers...					2.40	2.45	.05	2.1
80,000 to 100,000 pounds on drivers...					2.40	2.50	.10	4.2
Class C3, 0000o>.....	137	140	50	50				
Passenger:								
Less than 80,000 pounds on drivers...					2.60	2.60	.00	.0
80,000 to 100,000 pounds on drivers...					2.60	2.60	.00	.0
100,000 to 140,000 pounds on drivers...					2.60	2.60	.00	.0
Freight, through:								
Less than 80,000 pounds on drivers...					2.75	2.75	.00	.0
80,000 to 100,000 pounds on drivers...					2.75	2.85	.10	3.6
100,000 to 140,000 pounds on drivers...					2.75	3.00	.25	9.1
Local freight:								
Less than 80,000 pounds on drivers...					2.75	2.90	.15	5.5
80,000 to 100,000 pounds on drivers...					2.75	3.00	.25	9.1
100,000 to 140,000 pounds on drivers...					2.75	3.15	.40	14.5
Class C4, 0000o>.....	18	18	64	64				
Through freight:								
100,000 to 140,000 pounds on drivers...					2.90	3.00	.10	3.4
140,000 to 170,000 pounds on drivers...					2.90	3.10	.20	6.9
170,000 to 200,000 pounds on drivers...					2.90	3.20	.30	10.3
Local freight:								
100,000 to 140,000 pounds on drivers...					2.90	3.15	.25	8.6
140,000 to 170,000 pounds on drivers...					2.90	3.25	.35	12.1
170,000 to 200,000 pounds on drivers...					2.90	3.35	.45	15.5
Class F2, o00o>.....	37	36	44	44				
Passenger.....					2.75	2.75	.00	.0
Class F3, o000o>.....	52	71	73	73				
Passenger.....					2.75	2.75	.00	.0
Class G2, oo0o>.....	3	1	33	33				
Passenger.....					2.40	2.45	.05	2.1
Class H3, oo000o>.....	7	7	45	45				
Passenger.....					2.40	2.50	.10	4.2
Class electric, o0000o>.....	5	5	100	100				
Passenger.....					2.90	2.90	.00	0.0
Freight.....					2.90	2.90	.00	0.0
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class B4, 0000o>.....	7	6	75	75				
Through freight:								
140,000 to 170,000 pounds on drivers...					2.90	3.10	.20	6.9
170,000 to 200,000 pounds on drivers...					2.90	3.20	.30	10.3
Local freight:								
140,000 to 170,000 pounds on drivers...					2.90	3.25	.35	12.1
170,000 to 200,000 pounds on drivers...					2.90	3.35	.45	15.5
Class C3, 0000o>.....	14	4	52	52				
Passenger:								
Less than 80,000 pounds on drivers...					2.60	2.60	.00	.0
80,000 to 100,000 pounds on drivers...					2.60	2.60	.00	.0
100,000 to 140,000 pounds on drivers...					2.60	2.60	.00	.0
Through freight:								
Less than 80,000 pounds on drivers...					2.75	2.75	.00	.0
80,000 to 100,000 pounds on drivers...					2.75	2.85	.10	3.6
100,000 to 140,000 pounds on drivers...					2.75	3.00	.25	9.1
Local freight:								
Less than 80,000 pounds on drivers...					2.75	2.90	.15	5.5
80,000 to 100,000 pounds on drivers...					2.75	3.00	.25	9.1
100,000 to 140,000 pounds on drivers...					2.75	3.15	.40	14.5

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

BUFFALO, ROCHESTER & PITTSBURGH RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	7	6	63	67	\$2.40	\$2.50	\$0.10	4.2
Switching.....								
Class B3, 0000>.....	2	2	44	44	2.40	2.50	.10	4.2
Switching.....								
Class B4, 00000>.....	177	186	77	77	2.40	2.50	.10	4.2
Switching.....					2.85	2.85	.00	.0
Freight.....								
Class B5, 000000>.....	8	8	122	122	2.95	3.00	.05	1.7
Freight.....								
Class C2, 0000>.....	6	5	34	35	2.40	2.45	.05	2.1
Passenger.....								
Class C3, 00000>.....	15	15	51	52	2.40	2.50	.10	4.2
Passenger.....					2.85	2.85	.00	.0
Freight.....					2.40	2.50	.10	2.1
Switching.....								
Class C4, 000000>.....	50	34	66	67	2.85	2.85	.00	.0
Freight.....					2.40	2.85	.45	18.8
Switching.....								
Class E4, 000000>.....	7	28	109	109	2.85	3.00	.15	5.3
Freight.....								
Class F2, 00000>.....	15	15	49	51	2.40	2.70	.30	12.5
Passenger.....								
Class F3, 000000>.....	3	7	82	83	2.40	2.70	.30	12.5
Passenger.....								

CENTRAL NEW ENGLAND RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	6	6	60	60	\$2.40	\$2.50	\$0.10	4.2
Switching.....								
Class A4, 0000>.....		3		101		2.50		
Switching.....								
Class B3, 0000>.....	7	7	64	64				
Through freight.....					2.65	3.00	.35	13.2
Local freight.....					2.65	3.15	.50	18.9
Class B4, 00000>.....	30	43	63	74				
Through freight—								
80,000 and less than 100,000 pounds.....					2.65	3.00	.35	13.2
100,000 and less than 140,000 pounds.....					2.65	3.20	.55	20.8
Local freight—								
80,000 and less than 100,000 pounds on drivers.....					2.65	3.15	.50	18.9
100,000 and less than 140,000 pounds on drivers.....					2.65	3.35	.70	26.4
Class C2, 0000>.....	14	11	31	32	2.40	2.45	.05	2.1
Passenger.....								
Class C3, 00000>.....	7	7	52	52	2.40	2.45	.05	2.1
Passenger.....								
Class F2, 00000>.....	1	1	31	31	2.40	2.45	.05	2.1
Passenger.....								

CENTRAL RAILROAD CO. OF NEW JERSEY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	93	101	64	65	\$2.65	\$2.65	\$0.00	0.0
Switching.....								
Class A4, 0000>.....		10		115		3.30		
Switching.....								
Class B3, 0000>.....	18	17	51	52				
Freight:								
132,600 pounds on drivers.....					2.80	3.00	.20	7.1
93,500 pounds on drivers.....					2.80	2.85	.05	1.8

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CENTRAL RAILROAD CO. OF NEW JERSEY—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class B4, 0000o>	106	106	63	63				
Freight:								
100,128 to 110,347 pounds on drivers					\$2.80	\$3.00	\$0.20	7.1
127,200 to 197,000 pounds on drivers					3.25	3.25	.00	0.0
89,240 pounds on drivers					2.80	2.85	.05	1.8
201,500 pounds on drivers					3.25	3.30	.05	1.5
Class C2, 000o>	60	58	38	39				
Passenger:								
Runs exceeding 150 miles, per 100 miles					2.40	2.60	.20	8.3
Less than 150 miles, per 100 miles or less					2.50	2.60	.10	4.0
Class C3, 0000o>	116	131	61	66				
Passenger:								
Runs exceeding 150 miles, per 100 miles					2.40	2.60	.20	8.3
Less than 150 miles, per 100 miles or less					2.50	2.60	.10	4.0
Freight:								
68,330 and 71,008 pounds on drivers					2.80	2.80	.00	0.0
145,000 pounds on drivers					2.80	3.10	.30	10.7
116,825, 132,000, and 134,000 pounds on drivers					2.80	3.00	.20	7.1
158,800 pounds on drivers					3.25	3.25	.00	0.0
Class C4, 0000o>	51	51	80	80				
Freight:					3.25	3.25	.00	0.0
Class E3, o000o>	25	25	66	66				
Passenger:								
Runs exceeding 150 miles, per 100 miles					2.40	2.60	.20	8.3
Less than 150 miles, per 100 miles or less					2.50	2.60	.10	4.0
Class F2, o000o>	20	23	48	51				
Runs exceeding 150 miles, per 100 miles					2.40	2.60	.20	8.3
Less than 150 miles, per 100 miles or less					2.50	2.60	.10	4.0

CHICAGO, INDIANA & SOUTHERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>	33	33	71	71				
Switching:								
140,000 pounds or more on drivers					\$2.20	\$2.60	\$0.40	18.2
Less than 140,000 pounds on drivers					2.20	2.50	.30	13.6
Class A5, 00000>	2	2	135	135				
Switching					2.20	2.60	.40	18.2
Class B4, 0000o>	76	76	103	103				
Freight					2.95	3.30	.35	11.9
Class C2, 000o>	8	7	28	29				
Passenger					2.30	2.45	.15	6.5
Freight					2.65	2.75	.10	3.8
Class C3, 0000o>	25	27	57	57				
Freight:								
60,000 to 100,000 pounds on drivers						2.85		
100,000 to 140,000 pounds on drivers						3.00		
Less than 20-inch cylinders						2.65		
20-inch cylinders or over						2.95		
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class C3, 0000o>	2		56			2.95		
Freight								

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, TERRE HAUTE & SOUTHEASTERN RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A4, 0000>.....		2		82				
Switching.....						\$2.60		
Class B3, 0000>.....	12	12	56	56				
Switching.....					\$2.25	2.50	\$0.25	11.1
Class B4, 0000o>.....	15	25	93	99				
Freight.....					3.00	3.30	.30	10.0
Class C2, 000o>.....	12	10	40	41				
Passenger.....					2.30	2.50	.20	8.7
Class C3, 0000o>.....	24	24	49	49				
Freight.....					2.60	3.00	.40	15.4

CINCINNATI, HAMILTON & DAYTON RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	52	50	49	49				
Switching:								
First-class yards.....					\$2.40	\$2.50	\$0.10	4.2
Second-class yards.....					2.34	2.50	.16	6.8
Class B3, 0000>.....	13	13	43	43				
Freight:								
Less than 80,000 pounds on drivers.....					2.75	2.75	.00	.0
80,000 and less than 100,000 pounds on drivers.....					2.75	2.85	.10	3.6
Class B4, 0000o>.....	55	55	82	82				
Freight:								
600 class engines.....					3.00			
400 class engines weighing over—								
140,000 pounds on drivers.....					2.95			
80,000 to 100,000 pounds on drivers.....						2.85		
140,000 to 170,000 pounds on drivers.....						3.10		
170,000 to 200,000 pounds on drivers.....						3.20		
Class C2, 000o>.....	40	28	27	28				
Passenger:								
Northern and Southern division.....					2.40	2.45	.05	2.1
Indianapolis division.....					2.40	2.45	.05	2.1
Wellston division.....					2.40	2.45	.05	2.1
Springfield division.....					2.34	2.45	.11	4.7
Delphos division.....					2.10	2.45	.35	16.7
Fort Wayne division.....					2.10	2.45	.35	16.7
Class C3, 0000o>.....	81	81	50	50				
Passenger.....					2.40	2.60	.20	8.3
Freight:								
Over 140,000 pounds on drivers.....					2.95			
Less than 140,000 pounds on drivers.....					2.75			
Less than 80,000 pounds on drivers.....						2.75		
80,000 to 100,000 pounds on drivers.....						2.85		
100,000 to 140,000 pounds on drivers.....						3.00		
Class F3, 00000o>.....	5	5	69	69				
Passenger.....					2.40	2.60	.20	8.3

CINCINNATI, LEBANON & NORTHERN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	3	4	62	59				
Switching:								
First-class yards.....					\$2.50	\$2.60	\$0.10	4.0
Second-class yards.....					2.50	2.50	.00	.0
Class B3, 0000>.....	2	4	65	63				
Passenger.....					2.58	2.60	.02	.8
Class B4, 0000o>.....	7	8	52	52				
Freight:								
Under 100,000 pounds on drivers.....					2.85	3.00	.15	5.3
100,000 pounds or over on drivers.....					2.85	3.15	.30	10.5
Class C2, 000o>.....	1	1	32	31				
Passenger.....					2.58	2.58	.00	0.0

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CINCINNATI NORTHERN R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class B3, 0000>.....	7	7	39	39				
Local freight:								
Between Lewisburg and Franklin and Hudson and Jackson.....					\$2.45	\$2.85	\$0.40	16.3
Between Van Wert and Lewisburg and Van Wert and Hudson.....					2.60	3.00	.40	15.4
Extra freight.....					2.63			
Switching.....					2.20	2.50	.30	13.6
Class B4, 00000>.....	5	10	85	84				
Through freight:								
Engines with 20-inch cylinders and over.....					2.90	3.35	.45	15.5
All other engines.....					2.63	3.20	.57	21.7
Class C2, 0000>.....	10	8	37	27				
Passenger.....					2.18	2.45	.27	12.4
Class C3, 00000>.....	10	10	50	50				
Local freight:								
Between Lewisburg and Franklin and Hudson and Jackson.....					2.45	2.85	.40	16.3
Between Van Wert and Lewisburg and Van Wert and Hudson.....					2.60	3.00	.40	15.4
Extra or through freight.....					2.63			

CLEVELAND, CINCINNATI, CHICAGO & ST. LOUIS RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	31	31	\$2.25	\$2.50	\$0.25	11.1
Switching.....								
Class A3, 000>.....	164	182	64	66				
Switching:								
140,000 pounds or over on drivers.....					2.25	2.60	.35	15.6
Less than 140,000 pounds on drivers.....					2.25	2.50	.25	11.1
Class A5, 000000>.....	2	2	70	70				
Switching.....					2.25	2.60	.35	15.6
Class B3, 0000>.....	45	31	43	43				
Freight.....					2.70	2.85	.15	5.6
Switching.....					2.25			
Passenger.....						2.50		
Class B4, 000000>.....	321	320	100	98				
Freight:								
100,000 to 140,000 pounds on drivers.....					2.95	3.00	.05	1.7
140,000 to 170,000 pounds on drivers.....					2.95	3.10	.15	5.1
170,000 to 200,000 pounds on drivers.....					2.95	3.20	.25	8.5
200,000 to 250,000 pounds on drivers.....					2.95	3.30	.35	11.9
Class C2, 00000>.....	56½	67	32	32				
Passenger:								
Less than 80,000 pounds on drivers.....					2.30	2.45	.15	6.5
80,000 to 100,000 pounds on drivers.....					2.30	2.50	.20	8.7
Class C3, 000000>.....	100	115	58	56				
Passenger.....					2.30	2.60	.30	13.0
Freight.....					2.70	3.00	.30	11.1
Switching.....					2.25	2.50	.25	11.1
Class E4, 0000000>.....		42		104				
Freight.....						3.30		
Class F2, 000000>.....	60	60	51	51				
Passenger.....					2.40	2.60	.20	8.3
Class F3, 0000000>.....	45	45	73	73				
Passenger.....					2.40	2.70	.30	12.5

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

DAYTON & UNION R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class C2, 0000>.....	5	5	27	27	\$1.75	\$2.45	\$0.70	40.0
Passenger.....								
Class C3, 00000>.....	1	1	54	54	2.50	3.15	.65	26.0
Local freight.....								

DELAWARE & HUDSON CO.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1		31		\$2.50			
Switching.....								
Class A3, 000>.....	41	44	75	64	2.50	\$2.50	\$0.00	0.0
Switching.....								
Class B3, 0000>.....	32	27	50	50	2.60	3.00	.40	15.4
Freight.....								
Class B4, 00000>.....	265	285	86	87				
Freight—								
140,000 to 170,000 pounds on drivers.....					2.85	3.10	.25	8.8
170,000 to 200,000 pounds on drivers.....					3.00	3.20	.20	6.7
All other engines.....					3.00	3.30	.30	10.0
Class C2, 0000>.....	55	51	43	43	2.50	2.50	.00	0.0
Passenger.....								
Class C3, 00000>.....	38	44	67	67	2.50	2.70	.20	8.0
Passenger.....								
Class H1, 0000>.....	1	1	16	16	2.50	2.50	.00	0.0
Passenger.....								
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class A8, 00000000>(Mallet).....	10	13	227	229				
Freight.....					3.00	3.00	.00	0.0

DELAWARE, LACKAWANNA & WESTERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	2	35	40	\$2.40	\$2.50	\$0.10	4.2
Switching.....								
Class A3, 000>.....	125	133	65	65	2.40	2.50	.10	4.2
Switching.....								
Class A4, 0000>.....	9	21	103	102	2.60	2.60	.00	.0
Switching.....								
Class B3, 0000>.....	138	119	61	63				
Through freight.....					2.65	2.85	.20	7.5
Way freight or pick-up.....					2.65	3.00	.35	13.2
Class B4, 00000>.....	260	259	82	82				
Through freight.....					2.90	3.10	.20	6.9
Way freight or pick-up.....					2.90	3.25	.35	12.1
Class C2, 0000>.....	112	101	46	46				
Passenger.....					2.40	2.50	.10	4.2
Class C3, 00000>.....	65	57	67	72				
Passenger.....					2.50	2.60	.10	4.0
Class C4, 000000>.....	20	20	79	79				
Through freight.....					2.90	3.10	.20	6.9
Way freight or pick-up.....					2.90	3.25	.35	12.1
Class E4, 000000>.....		27		118				
Through freight.....						3.30		
Way freight or pick-up.....						3.45		
Class F3, 000000>.....	2	21	86	92				
Passenger.....					2.50	2.85	.35	14.0
Through freight.....						3.20		
Way freight or pick-up.....						3.35		
Class, 0000>.....		1		19				
Inspection.....						2.45		

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

DETROIT, TOLEDO & IRONTON R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	26	26	\$2.50	\$2.50	\$0.00	0.0
Switching.....								
Class A3, 000>.....	3	3	50	50	2.50	2.50	.00	.0
Switching.....								
Class B3, 0000>.....	20	7	51	53	2.50	2.50	.00	.0
Switching.....								
Local freight.....					3.15	3.15	.00	.0
Class B4, 00000>.....	39	35	132	82	2.50	2.50	.00	.0
Switching.....								
Local freight.....					3.15	3.15	.00	.0
Freight:								
140,000 to 170,000 pounds on drivers.....					3.10	3.10	.00	.0
170,000 to 200,000 pounds on drivers.....					3.20	3.20	.00	.0
Class C2, 0000>.....	8	9	28	28	2.45	2.45	.00	.0
Passenger.....								
Class C3, 00000>.....	13	9	50	54	2.50	2.50	.00	.0
Switching.....								
Local freight.....					3.15	3.15	.00	.0

DUNKIRK, ALLEGHENY VALLEY & PITTSBURGH R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B3, 0000>.....	2	2	46	49				
Passenger—								
Per round trip.....					\$3.60			
100,000 to 140,000 pounds on drivers.....						\$2.60		
80,000 to 100,000 pounds on drivers.....						2.50		
Freight—								
100,000 to 140,000 pounds on drivers.....					2.55	3.00	\$0.45	17.6
80,000 to 100,000 pounds on drivers.....					2.55	2.85	.30	11.8
Class C3, 00000>.....	9	9	48	48				
Passenger—								
100,000 to 140,000 pounds on drivers.....						2.60		
80,000 to 100,000 pounds on drivers.....						2.50		
Per round trip.....					3.60			
Freight—								
100,000 to 140,000 pounds on drivers.....					2.55	3.00	.45	17.6
80,000 to 100,000 pounds on drivers.....					2.55	2.85	.30	11.8

ERIE R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	150	128	64	65				
Switching—								
150,000 pounds or over on drivers.....					\$2.50	\$2.60	\$0.10	4.0
Less than 150,000 pounds on drivers.....					2.35	2.50	.15	6.4
Class B3, 0000>.....	19	20	47	47				
Passenger—								
Suburban.....					2.40	2.60	.20	8.3
Other.....					2.30	2.60	.30	13.0
Freight.....					2.60	3.00	.40	15.4
Switching—								
Less than 140,000 pounds on drivers.....					2.35	2.50	.15	6.4
Over 140,000 pounds on drivers.....					2.35	2.60	.25	10.6
Class B4, 00000>.....	755	618	80	80				
Passenger—								
80,000 to 100,000 pounds on drivers.....						2.50		
100,000 to 140,000 pounds on drivers.....						2.60		
140,000 to 170,000 pounds on drivers.....						2.70		
170,000 to 200,000 pounds on drivers.....						2.85		
Freight—								
80,000 to 100,000 pounds on drivers.....					2.60	2.85	.25	9.6
100,000 to 140,000 pounds on drivers.....					2.60	3.00	.40	15.4
140,000 to 170,000 pounds on drivers.....					2.95	3.10	.15	5.1
170,000 to 200,000 pounds on drivers.....					2.95	3.20	.25	8.5
Switching—								
Less than 140,000 pounds on drivers.....					2.35	2.50	.15	6.4
Over 150,000 pounds on drivers.....					2.50	2.60	.10	4.0

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ERIE R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class B5, 000000>.....	6	6	87	87	\$2.50	\$2.60	\$0.10	4.0
Switching—								
Class C2, 0000>.....	82	74	38	38	2.40	2.50	.10	4.2
Suburban passenger—					2.30	2.50	.20	8.7
All other passenger—						2.85		
Freight—								
Switching—						2.50		
Less than 140,000 pounds on drivers—						2.60		
Over 140,000 pounds on drivers—								
Class C3, 00000>.....	198	170	59	59				
Suburban passenger—					2.40			
All other passenger—					2.30			
Passenger—								
80,000 to 100,000 pounds on drivers—						2.50		
100,000 to 140,000 pounds on drivers—						2.60		
140,000 to 170,000 pounds on drivers—						2.70		
Freight—								
80,000 to 100,000 pounds on drivers—					2.60	2.85	.25	9.6
100,000 to 140,000 pounds on drivers—					2.60	3.00	.40	15.4
140,000 to 170,000 pounds on drivers—					2.60	3.10	.50	19.2
Switching—								
Less than 140,000 pounds on drivers—					2.35	2.50	.15	6.4
Over 140,000 pounds on drivers—					2.35	2.60	.25	10.6
Class E4, 000000>.....	35	155	118	118	3.25	3.30	.05	1.5
Freight—								
Class F1, 0000>.....	1	1	9	9	2.30	2.45	.15	6.5
Inspection engine—								
Class F2, 00000>.....	55	57	42	42	2.40	2.60	.20	8.3
Suburban passenger—					2.30	2.60	.30	13.0
All other passenger—						3.00		
Freight—								
Class F3, 000000>.....	59	81	75	82				
Passenger—								
140,000 to 170,000 pounds on drivers—					2.40	2.70	.30	12.5
170,000 to 200,000 pounds on drivers—					2.40	2.85	.45	18.8
Freight—								
140,000 to 170,000 pounds on drivers—						3.10		
170,000 to 200,000 pounds on drivers—						3.20		
Class H2, 00000>.....	1		33					
Switching—					2.35			
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class C2, 0000>.....	1	1	39	39				
Suburban passenger—					2.40	2.50	.10	4.2
All other passenger—					2.30	2.50	.20	8.7
Switching—								
Less than 140,000 pounds on drivers—						2.50		
Over 140,000 pounds on drivers—						2.60		
Class C3, 00000>.....	10	10	77	77				
Suburban passenger—					2.40			
All other passenger—					2.30			
Passenger—								
80,000 to 100,000 pounds on drivers—						2.50		
100,000 to 140,000 pounds on drivers—						2.60		
140,000 to 170,000 pounds on drivers—						2.70		
Freight—								
80,000 to 100,000 pounds on drivers—					2.60	2.85	.25	9.6
100,000 to 140,000 pounds on drivers—					2.60	3.00	.40	15.4
140,000 to 170,000 pounds on drivers—					2.60	3.10	.50	19.2
Switching—								
Less than 140,000 pounds on drivers—					2.35	2.50	.15	6.4
Over 140,000 pounds on drivers—					2.35	2.60	.25	10.6
Class F2, 00000>.....	3	1	57	57	2.40	2.60	.20	8.3
Suburban passenger—					2.30	2.60	.30	13.0
All other passenger—						3.00		
Freight—								
Class A8, 00000000> Mallet—	3	3	205	205				
Pusher per (per day of 6 hours).....					2.70	2.70	.00	.0
Class B7, 00000000>.....	1	1	167	167				
Pusher—					3.95	4.00	.05	1.3

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

GRAND RAPIDS & INDIANA RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	3	8	72	72				
Switching.....					\$2.30	\$2.60	\$0.30	13.0
Class B3, 0000>.....	6	6	72	72				
Through freight.....					2.95	3.10	.15	5.1
Local freight.....					2.75	3.25	.50	18.2
Class B4, 0000>.....	46	46	62	68				
Through freight.....					2.75			
Local freight.....					2.95			
Through freight:								
100,000 to 140,000 pounds on drivers.....						3.00		
140,000 to 170,000 pounds on drivers.....						3.10		
170,000 to 200,000 pounds on drivers.....						3.20		
Local freight:								
100,000 to 140,000 pounds on drivers.....						3.15		
140,000 to 170,000 pounds on drivers.....						3.25		
170,000 to 200,000 pounds on drivers.....						3.35		
Switching:								
First-class yards.....					2.30	2.60	.30	13.0
Second-class yards.....					2.30	2.50	.20	8.7
Class C2, 0000>.....	11	11	30	31				
Passenger.....					2.40	2.45	.05	2.1
Class C3, 0000>.....	26	26	56	56				
Passenger.....					2.40	2.60	.20	8.3
Local freight.....					2.75	3.15	.40	14.5
Through freight.....					2.95	3.00	.05	1.7

HOCKING VALLEY RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	34	34	60	60				
Switching:								
First-class yards.....					\$2.40	\$2.60	\$0.20	8.3
Second-class yards.....					2.40	2.50	.10	4.2
Class B3, 0000>.....	1		48					
Freight.....						2.90		
Class B4, 0000>.....	93	92	79	79				
Switching:								
First-class yards.....					2.40	2.60	.20	8.3
Second-class yards.....					2.40	2.50	.10	4.2
Freight:								
Engines over 20-inch cylinders.....					2.95			
Large consolidation engines.....					2.90			
100,000 to 140,000 pounds on drivers.....						3.00		
200,000 to 250,000 pounds on drivers.....						3.30		
Class C2, 0000>.....	15	12	45	45				
Passenger.....					2.35	2.50	.15	6.4
Class C3, 0000>.....	3	7	71	71				
Passenger.....					2.35	2.70	.35	14.9
Class E4, 00000>.....		11		122				
Switching.....						2.60		
Freight.....						3.30		

INDIANA HARBOR BELT R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	9	24	61	84				
Switching.....					\$2.30	\$2.60	\$0.30	13.0
Class B3, 0000>.....	5	5	35	65				
Switching.....					2.65	3.30	.65	24.5

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

INDIANAPOLIS UNION RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	21	21	70	70	\$2.25	\$2.85	\$0.60	26.7
Switching.....								

KANAWHA & MICHIGAN RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	8	8	62	62	\$2.40	\$2.50	\$0.10	4.2
Switching.....	11	2	45	46	2.76	2.85	.09	3.3
Class B3, 0000>.....	36	46	75	73				
Freight.....					2.76	3.00	.24	8.7
Class B4, 00000>.....					2.76	3.10	.34	12.3
Freight:					2.95	3.30	.35	11.9
100,000 to 140,000 pounds on drivers.....								
140,000 to 170,000 pounds on drivers.....								
170,000 to 200,000 pounds on drivers.....								
Class C2, 0000>.....	8	10	39	43	2.19	2.50	.31	14.2
Passenger.....	3	5	85	83				
Class E4, 000000>.....					3.05	3.50	.45	14.8
Mine runs.....								

LAKE ERIE, ALLIANCE & WHEELING RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B4, 00000>.....	19		98		\$2.75			
Freight.....								

LAKE SHORE & MICHIGAN SOUTHERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	258	235	69	72				
Switching, less than 140,000 pounds:					\$2.30	\$2.50	\$0.20	8.7
First-class yards.....					2.20	2.50	.30	13.6
Second-class yards.....					2.10	2.50	.40	19.0
All other yards.....								
Switching, over 140,000 pounds:					2.30	2.60	.30	13.0
First-class yards.....					2.20	2.60	.40	18.2
Second-class yards.....					2.10	2.60	.50	23.8
All other yards.....								
Class A4, 0000>.....		20		120		2.60		
Switching.....								
Class A5, 00000>.....	8	8	135	135				
Switching:					2.30	2.60	.30	13.0
First-class yards.....					2.20	2.60	.40	18.2
Second-class yards.....					2.10	2.60	.50	23.8
All other yards.....								
Class B4, 00000>.....	421	376	94	93				
Through freight:					2.95	3.10	.15	5.1
140,000 to 170,000 pounds on drivers.....					2.95	3.30	.35	11.9
200,000 to 250,000 pounds on drivers.....								
Local freight—main line:					3.00	3.25	.25	8.3
140,000 to 170,000 pounds on drivers.....					3.00	3.45	.45	15.0
200,000 to 250,000 pounds on drivers.....								
Switch runs:					2.95	3.10	.15	5.1
140,000 to 170,000 pounds on drivers.....					2.95	3.30	.35	11.9
200,000 to 250,000 pounds on drivers.....								
Local freight—all other divisions:					2.70	3.25	.55	20.4
140,000 to 170,000 pounds on drivers.....					2.70	3.45	.75	27.8
200,000 to 250,000 pounds on drivers.....								
Class C2, 0000>.....	14	13	35	35				
Passenger:					2.40	2.45	.05	2.1
Less than 80,000 pounds on drivers.....					2.40	2.50	.10	4.2
80,000 to 100,000 pounds on drivers.....								

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

LAKE SHORE & MICHIGAN SOUTHERN R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class C3, 00000>.....	99	75	48	51	.....	.....	.....	.....
Passenger:								
80,000 to 100,000 pounds on drivers.....					\$2.40	\$2.50	\$0.10	4.2
100,000 to 140,000 pounds on drivers.....					2.40	2.60	.20	8.3
Through freight—Main line, Franklin division and Grand Rapids Branch:								
80,000 to 100,000 pounds on drivers.....					3.00	3.00	.00	.0
100,000 to 140,000 pounds on drivers.....					3.00	3.00	.00	.0
All other divisions:								
80,000 to 100,000 pounds on drivers.....					2.70	2.85	.15	5.6
100,000 to 140,000 pounds on drivers.....					2.70	3.00	.30	11.1
Local freight—Main line, Franklin division and Grand Rapids Branch:								
80,000 to 100,000 pounds on drivers.....					3.00	3.00	.00	.0
100,000 to 140,000 pounds on drivers.....					3.00	3.15	.15	5.0
All other divisions:								
80,000 to 100,000 pounds on drivers.....					2.70	3.00	.30	11.1
100,000 to 140,000 pounds on drivers.....					2.70	3.15	.45	16.7
Switch runs:								
80,000 to 100,000 pounds on drivers.....						2.85	.....	.....
100,000 to 140,000 pounds on drivers.....						3.00	.....	.....
Class E3, 00000>.....	73	77	73	75	.....	.....	.....	.....
Passenger:								
100,000 to 140,000 pounds on drivers.....					2.40	2.60	.20	8.3
140,000 to 170,000 pounds on drivers.....					2.40	2.70	.30	12.5
170,000 to 200,000 pounds on drivers.....					2.40	2.85	.45	18.8
Class F4, 00000>.....		69		116	.....	.....	.....	.....
Through freight, 200,000 to 250,000 pounds on drivers.....						3.30	.....	.....
Local freight, 200,000 to 250,000 pounds on drivers.....						3.45	.....	.....
Class F2, 00000>.....	10	10	46	47	.....	.....	.....	.....
Passenger.....					2.40	2.50	.10	4.2
Class F3, 00000>.....	105	110	85	85	.....	.....	.....	.....
Passenger:								
140,000 to 170,000 pounds on drivers.....					2.40	2.70	.30	12.5
170,000 to 200,000 pounds on drivers.....					2.40	2.85	.45	18.8
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class 000-0000>.....		3		233	.....	.....	.....	.....
Switching.....						4.00	.....	.....

LAKE ERIE & WESTERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	21	26	58	61	.....	.....	.....	.....
Switching—								
140,000 pounds and over on drivers.....					\$2.20	\$2.60	\$0.40	18.2
Less than 140,000 pounds on drivers.....					2.20	2.50	.30	13.6
Class B3, 0000>.....	40	39	46	46	.....	.....	.....	.....
Freight.....					2.65	2.85	.20	7.5
Class B4, 00000>.....	45	45	87	86	.....	.....	.....	.....
Freight—								
140,000 to 170,000 pounds on drivers.....					2.95	3.10	.15	5.1
170,000 to 200,000 pounds on drivers.....					2.95	3.20	.25	8.5
200,000 to 250,000 pounds on drivers.....					2.95	3.30	.35	11.9
Class C2, 0000>.....	27	26	40	41	.....	.....	.....	.....
Passenger—								
Less than 80,000 pounds on drivers.....					2.20	2.45	.25	11.4
80,000 to 100,000 pounds on drivers.....					2.20	2.50	.30	13.6
Class C3, 00000>.....	12	14	42	45	.....	.....	.....	.....
Passenger—								
80,000 to 100,000 pounds on drivers.....					2.20	2.50	.30	13.6
100,000 to 140,000 pounds on drivers.....					2.20	2.60	.40	18.2

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

LEHIGH VALLEY R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount	Percent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	48	48	\$2.50	\$2.50	\$0.00	0.0
Switching.....								
Class A3, 000>.....	59	67	47	50	2.50	2.50	.00	.0
Switching.....								
Class A4, 0000>.....	54	69	83	83	2.60	2.60	.00	.0
Switching.....								
Class B3, 0000o>.....	19	11	58	69	2.75	3.00	.25	9.1
Freight.....					2.50	2.50	.00	.0
Switching.....								
Class B4, 0000o>.....	261	269	77	79	2.95	3.20	.25	8.5
Freight.....					2.50	2.50	.00	.0
Switching.....								
Class C2, 000o>.....	72	56	36	36	2.45	2.50	.05	2.0
Passenger.....					2.75	2.85	.10	3.6
Freight.....					2.50	2.50	.00	.0
Switching.....								
Class C3, 000oo>.....	298	281	64	65	2.45	2.70	.25	10.2
Passenger.....					2.85	3.10	.25	8.8
Freight.....					2.50	2.50	.00	.0
Switching.....								
Class C4, 0000oo>.....	34	13	47	52	2.75	2.85	.10	3.6
Freight.....					2.50	2.50	.00	.0
Switching.....								
Class E3, o000o>.....	1		69		2.45			
Passenger.....								
Class E4, o0000o>.....	47	114	89	104				
Freight—								
177,610 pounds on drivers.....					2.95	3.20	.25	8.5
Over 177,610 pounds on drivers.....						3.30		
Class F2, o00oo>.....	39	39	47	47	2.45	2.50	.05	2.0
Passenger.....								
Freight.....						2.85		
Switching.....						2.50		
Class F3, o000oo>.....	17	26	77	78	2.45	2.70	.25	10.2
Passenger.....								
Class oo0oo>.....	1	1	13	13	2.45	2.50	.05	2.0
Passenger.....								

LONG ISLAND R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	28	30	54	55	\$2.50	\$2.50	\$0.00	0.0
Switching.....								
Freight.....						3.00		
Class B4, 0000o>.....	16	16	61	60	3.00	3.15	.15	5.0
Freight.....					2.75			
Work.....								
Class C2, 000o>.....	92	88	54	55	2.50	2.50	.00	.0
Passenger.....					3.00	3.00	.00	.0
Freight.....					2.75	2.75	.00	.0
Work.....								
Class C3, 0000oo>.....	40	43	60	61	2.50	2.60	.10	4.0
Passenger.....					3.00	3.15	.15	5.0
Freight.....					2.75	2.85	.10	3.6
Work.....								
Class F2, o00oo>.....	4	4	47	47	2.50	2.50	.00	.0
Passenger.....								
Freight.....					3.00			

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MAINE CENTRAL R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	17	17	54	54				
Switching—								
First-class yards.....					\$2.20	\$2.50	\$0.30	13.6
Second-class yards.....					2.15	2.50	.35	16.3
Class B3, 0000>.....	48	43	53	54				
Passenger—					2.40	2.60	.20	8.3
Through freight—								
100 miles or less.....					2.65	3.00	.35	13.2
100 miles and less than 120 miles.....					2.85	3.00	.15	5.3
Local freight—								
100 miles or less.....					2.90	3.15	.25	8.9
100 miles and less than 120 miles.....					3.05	3.15	.10	3.3
Switching—								
First-class yards.....					2.20	2.50	.30	13.6
Second-class yards.....					2.15	2.50	.35	16.3
Class B4, 00000>.....	16	28	85	86				
Through freight—								
140,000 to 170,000 pounds on drivers.....					2.80	3.10	.30	10.7
170,000 to 200,000 pounds on drivers.....					3.00	3.20	.20	6.7
Local freight—								
140,000 to 170,000 pounds on drivers.....					3.05	3.25	.20	6.6
170,000 to 200,000 pounds on drivers.....					3.20	3.35	.15	4.7
Class C2, 0000>.....	62	51	34	35				
Passenger—								
Less than 80,000 pounds on drivers.....					2.40	2.45	.05	2.1
80,000 to 100,000 pounds on drivers.....					2.40	2.50	.10	4.2
Switching—								
First-class yards.....					2.20	2.50	.30	13.6
Second-class yards.....					2.15	2.50	.35	16.3
Through freight—								
Less than 80,000 pounds on drivers.....					2.65	2.75	.10	3.8
80,000 to 100,000 pounds on drivers.....					2.85	2.85	.00	.0
Local freight—								
Less than 80,000 pounds on drivers.....					2.90	2.90	.00	.0
80,000 to 100,000 pounds on drivers.....					3.05	3.05	.00	.0
Class C3, 00000>.....	58	56	64	65				
Passenger—								
Less than 80,000 pounds on drivers.....					2.40	2.45	.05	2.1
100,000 to 140,000 pounds on drivers.....					2.40	2.50	.10	4.2
140,000 to 170,000 pounds on drivers.....					2.40	2.60	.20	8.3
Through freight—								
Less than 80,000 pounds on drivers.....					2.65	2.75	.10	3.8
80,000 to 100,000 pounds on drivers.....					2.85	2.85	.00	.0
Local freight—								
Less than 80,000 pounds on drivers.....					2.90	2.90	.00	.0
80,000 to 100,000 pounds on drivers.....					3.05	3.05	.00	.0
100,000 to 140,000 pounds on drivers.....					3.05	3.15	.10	3.3
Switching—						2.50		
Class E3, 00000>.....	1	1	42	42				
Switching—								
First-class yards.....					2.20	2.50	.30	13.6
Second-class yards.....					2.15	2.50	.35	16.3
Class E4, 000000>.....		3		107				
Through freight.....						3.30		
Local freight.....						3.45		
Class F3, 000000>.....	10	16	70	71				
Passenger—								
100,000 to 140,000 pounds on drivers.....					2.40	2.60	.20	8.3
170,000 to 200,000 pounds on drivers.....					2.40	2.70	.30	12.5
Class G2, 0000>.....	1	1	31	31				
Switching—								
First-class yards.....					2.20	2.50	.30	13.6
Second-class yards.....					2.15	2.50	.35	16.3
4-CYLINDER COMPOUND LOCOMOTIVES.								
Class B3, 0000>.....	1	1	55	55				
Through freight—								
100 miles or less.....					2.65	3.00	.35	13.2
100 miles and less than 120 miles.....					2.85	3.00	.15	5.3
Local freight—								
100 miles or less.....					2.90	3.15	.25	8.6
100 miles and less than 120 miles.....					3.05	3.15	.10	3.3
Class E6, 00000000>.....	4	4	131	131				
Through freight.....					2.80	3.00	.20	7.1
Local freight.....					3.05	3.15	.10	3.3

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MICHIGAN CENTRAL R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	10		30					
Switching:								
First-class yards.....					\$2.30			
Second-class yards.....					2.20			
Third-class yards.....					2.10			
Class A3, OOO>.....	159	206	65	68				
Switching:								
First-class yards.....					2.30	\$2.60	\$0.30	13.0
Second-class yards.....					2.20	2.50	.30	13.6
Third-class yards.....					2.10	2.50	.40	19.0
Class A5, OOOOO>.....	3	4	137	136				
Switching.....					2.20	2.60	.40	18.2
Class B3, OOOo>.....	27	27	56	56				
Through freight:								
Cylinders under 19 by 24.....					2.65			
Mackinaw division.....					2.80			
Cylinders 19 by 24 and over.....					2.95			
80,000 to 100,000 pounds on drivers.....					2.80	2.85	.05	1.8
100,000 to 140,000 pounds on drivers.....					2.80	3.00	.20	7.1
140,000 to 170,000 pounds on drivers.....					2.95	3.10	.15	5.1
Local freight:								
Cylinders under 19 by 24.....					3.05			
Mackinaw division.....					3.20			
Cylinders 19 by 24 and over.....					3.35			
80,000 to 100,000 pounds on drivers.....					3.20	3.20	.00	0.0
100,000 to 140,000 pounds on drivers.....					3.20	3.20	.00	0.0
140,000 to 170,000 pounds on drivers.....					3.35	3.35	.00	0.0
Class B4, OOOOo>.....	86	101	106	106				
Through freight.....					2.95	3.30	.35	11.9
Local freight.....					3.35	3.45	.10	3.0
Class C2, OOOo>.....	66	46	29	29				
Passenger.....					2.40	2.45	.05	2.1
Through freight:								
Under 19 by 24 inch cylinder.....					2.65	2.75	.10	3.8
Mackinaw division.....					2.80			
Local freight:								
Under 19 by 24 inch cylinder.....					3.20	3.20	.00	0.0
Mackinaw division.....					3.05			
Class C3, OOOOo>.....	126	125	54	54				
Passenger:								
80,000 to 100,000 pounds on drivers.....					2.40	2.50	.10	4.2
100,000 to 140,000 pounds on drivers.....					2.40	2.60	.20	8.3
Through freight:								
Cylinders under 19 by 24.....					2.65	2.85	.20	7.5
Mackinaw division.....					2.80			
Cylinders 19 by 24 and over.....					2.95	3.00	.05	1.7
Local freight:								
Cylinders 19 by 24 and under.....					3.05			
Mackinaw division.....					3.20			
Cylinders over 19 by 24.....					3.35			
80,000 to 100,000 pounds on drivers.....					3.05	3.05	.00	0.0
100,000 to 140,000 pounds on drivers.....					3.20	3.20	.00	0.0
140,000 to 170,000 pounds on drivers.....					3.35	3.35	.00	0.0
Class E4, oOOOOo>.....		35		122				
Through freight.....						3.30		
Local freight.....						3.45		
Class F2, oOOOo>.....	28	28	48	48				
Passenger.....					2.40	2.50	.10	4.2
Class F3, oOOOOo>.....	60	78	76	77				
Passenger.....					2.40	2.70	.30	12.5
CROSS-COMPOUND LOCOMOTIVES.								
Class B4, OOOOo>.....	99	99	85	85				
Local freight.....					3.35	3.35	.00	0.0
Through freight:								
140,000 to 170,000 pounds on drivers.....					2.95	3.10	.15	5.1
170,000 to 200,000 pounds on drivers.....					2.95	3.20	.25	8.5

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MONONGAHELA RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class B4, 0000o>.....	21	33	83	83				
Freight.....					\$3.30	\$3.30	\$0.00	0.0
Switching.....					2.81	2.81	.00	0.0
Class C2, 000o>.....	5	5	42	42				
Passenger.....					2.76	2.76	.00	0.0

NEW YORK CENTRAL & HUDSON RIVER R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	3		35					
Switching.....					\$2.35			
Class A3, 000>.....	376½	439	72	76				
Switching:								
First-class yards.....					2.50	\$2.60	\$0.10	4.0
Second-class yards.....					2.35	2.50	.15	6.4
Class A5, 00000>.....	5	4	134	135				
Switching.....					2.50	2.60	.10	4.0
Class B3, 0000o>.....	322	300	58	58				
Freight:								
100,000 to 140,000 pounds on drivers.....					2.70	3.00	.30	11.1
140,000 to 170,000 pounds on drivers.....					2.70	3.10	.40	14.8
Class B4, 0000o>.....	561	390	94	92				
Freight.....					3.00	3.30	.30	10.0
Switching.....					2.35	2.50	.15	6.4
Class C1, 0oo>.....	4	4	12	12				
Passenger.....					2.40	2.45	.05	2.1
Class C2, 000o>.....	178	165	39	39				
Passenger.....					2.40	2.45	.05	2.1
Freight.....					2.70	2.85	.15	5.6
Class C3, 0000o>.....	184	186	75	75				
Passenger.....					2.40	2.50	.10	4.2
Freight.....					3.00	3.10	.10	3.3
Class C4, 00000o>.....	43	16	84	61				
Freight:								
G2, G3, G4, G5, and G6 engines.....					3.00	3.00	.00	0.0
G and G1 engines.....					2.70	3.00	.30	11.1
Class E3, o000o>.....	8		83					
Freight.....					2.85			
Class E4, o0000o>.....		263		107				
Freight.....					3.30			
Class E2, o000oo>.....	222	222	53	53				
Passenger.....					2.40	2.50	.10	4.2
Class F3, o0000oo>.....	332	443	83	85				
Passenger.....					2.40	2.60	.20	8.3
Freight.....					2.70	3.20	.50	18.5
Class H2, oo00o>.....	8	11	30	31				
Passenger.....					2.40	2.45	.05	2.1
Class K3, ooo000o>.....	18	18	68	68				
Passenger.....					2.40	2.60	.20	8.3
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class E6, o000000o>.....	26	30	150	150				
Freight.....					3.20	4.00	.80	25.0
Class F2, o000o>.....	2		55					
Passenger.....					2.40			
Class 000000>.....		1	181					
Switching.....					4.00			
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class A3, 000>.....	3		177					
Switching:								
First-class yards.....					2.50			
Second-class yards.....					2.35			
Class B4, 0000o>.....	43	43	83	88				
Freight.....					3.00	3.10	.10	3.3

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

NEW YORK, CHICAGO & ST. LOUIS R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	49	55	52	54				
Switching:								
Less than 140,000 pounds on drivers.....					\$2.39	\$2.50	\$0.11	4.6
140,000 pounds or more on drivers.....					2.39	2.60	.21	8.8
Class B3, 0000>.....	19	17	43	43				
Freight:								
Less than 80,000 pounds on drivers.....					2.66	2.75	.09	3.4
80,000 to 100,000 pounds on drivers.....					2.66	2.85	.19	7.1
100,000 to 140,000 pounds on drivers.....					2.66	3.00	.34	12.8
140,000 to 180,000 pounds on drivers.....					2.66	3.10	.44	16.5
Class B4, 00000>.....	54	60	72	73				
Freight:								
Less than 80,000 pounds on drivers.....					2.66	2.75	.09	3.4
80,000 to 100,000 pounds on drivers.....					2.66	2.85	.19	7.1
100,000 to 140,000 pounds on drivers.....					2.66	3.00	.34	12.8
140,000 to 180,000 pounds on drivers.....					2.66	3.10	.44	16.5
Class C2, 0000>.....	21	19	32	33				
Passenger:								
Less than 80,000 pounds on drivers.....					2.35	2.45	.10	4.3
80,000 to 100,000 pounds on drivers.....					2.35	2.50	.15	6.4
100,000 to 140,000 pounds on drivers.....					2.35	2.60	.25	10.6
140,000 to 180,000 pounds on drivers.....					2.35	2.70	.35	14.9
Class C3, 00000>.....	105	107	48	50				
Passenger:								
Less than 80,000 pounds on drivers.....					2.35	2.45	.10	4.3
80,000 to 100,000 pounds on drivers.....					2.35	2.50	.15	6.4
100,000 to 140,000 pounds on drivers.....					2.35	2.60	.25	10.6
140,000 to 180,000 pounds on drivers.....					2.35	2.70	.35	14.9
Freight:								
Less than 80,000 pounds on drivers.....					2.66	2.75	.09	3.4
80,000 to 100,000 pounds on drivers.....					2.66	2.85	.19	7.1
100,000 to 140,000 pounds on drivers.....					2.66	3.00	.34	12.8
140,000 to 180,000 pounds on drivers.....					2.66	3.10	.44	16.5

NEW YORK, NEW HAVEN & HARTFORD R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	20	16	35	35				
Passenger.....					\$2.45	\$2.45	\$0.00	0.0
Class A3, 000>.....	168	199	58	61				
Switching:								
10-hour yards.....					2.40	2.50	.10	4.2
8-hour yards.....					2.00	2.00	.00	0.0
Class B3, 0000>.....	357	349	60	60				
Freight:								
Over 150,000 pounds on drivers—								
Through.....					2.80	3.00	.20	7.1
Local.....					2.80	3.15	.35	12.5
Less than 150,000 pounds on drivers—								
Through.....					2.60	3.00	.40	15.4
Local.....					2.60	3.15	.55	21.2
Class B4, 00000>.....	39	35	66	69				
Through freight.....					2.80	3.10	.30	10.7
Local.....					2.80	3.25	.45	16.1
Class C2, 0000>.....	418	390	33	34				
Passenger:								
Less than 80,000 pounds on drivers.....					2.45	2.45	.00	0.0
80,000 to 100,000 pounds on drivers.....					2.45	2.50	.05	2.0
Class C3, 00000>.....	104	106	51	50				
Passenger:								
Less than 80,000 pounds on drivers.....					2.45	2.45	.00	0.0
80,000 to 100,000 pounds on drivers.....					2.45	2.50	.05	2.0
Local freight:								
Over 150,000 pounds on drivers.....					2.80	3.15	.35	12.5
Less than 150,000 pounds on drivers.....					2.60	3.15	.55	21.2
Through freight:								
Over 150,000 pounds on drivers.....					2.80	3.00	.20	7.1
Less than 150,000 pounds on drivers.....					2.60	3.00	.40	15.4

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

NEW YORK, NEW HAVEN & HARTFORD R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class F2, oOOo>.....	12	12	53	53				
Passenger.....					\$2.45	\$2.60	\$0.15	6.1
Class F3, oOOOo>.....	32	88	71	75				
Passenger.....					2.45	2.70	.25	10.2
Class G2, ooOO>.....	7	3	34	36				
Passenger.....					2.45	2.45	.00	0.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class C3, OOOo>.....	2		60					
Passenger.....					2.45			
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.								
Class A3, OOO>.....	17	6	68	68				
Switching:								
10-hour yards.....					2.40	2.50	.10	4.2
8-hour yards.....					2.00	2.00	.00	0.0

NEW JERSEY & NEW YORK R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class B4, OOOOo>.....	2	2	76	66				
Freight.....					\$2.60	\$3.00	\$0.40	15.4
Class C3, OOOo>.....	12	10	58	59				
Passenger.....					2.40	2.60	.20	8.3
Class F2, oOOo>.....	3	2	39	39				
Passenger.....					2.40	2.60	.20	8.3

NEW YORK, SUSQUEHANNA & WESTERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, OOO>.....		3		71				
Switching.....					\$2.50			
Class B3, OOOo>.....	19	20	49	55				
Freight.....					\$2.50	3.00	\$0.50	20.0
Switching.....					2.20	2.50	.30	13.6
Class B4, OOOOo>.....	30	38	65	65				
Freight.....					2.50	3.00	.50	20.0
Switching.....					2.20	2.50	.30	13.6
Class C2, OOO>.....	13	14	40	39				
Passenger.....					2.35	2.50	.15	6.4
Class C3, OOOo>.....	4	10	56	57				
Passenger.....					2.35	2.50	.15	6.4

PENNSYLVANIA R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	107	113	47	51				
Switching.....					\$2.60	\$2.60	\$0.00	0.0
Class A3, OOO>.....	339	365	65	70				
Switching:								
144,100 pounds on drivers.....					2.81	2.81	.00	0.0
Under 144,100 pounds on drivers.....					2.60	2.60	.00	0.0
Class B3, OOOo>.....	210	204	68	68				
Freight:								
163,000 pounds or over on drivers.....					3.00	3.10	.10	3.3
Under 163,000 pounds on drivers.....					2.85	3.00	.15	5.3

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

PENNSYLVANIA R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—contd.								
Class B4, 0000o>.....	2,204	2,383	82	88				
Freight:								
100,000 to 140,000 pounds on drivers..					\$2.85	\$3.00	\$0.15	5.3
140,000 to 170,000 pounds on drivers..					3.00			
170,000 to 200,000 pounds on drivers..					3.00	3.20	.20	6.7
200,000 to 250,000 pounds on drivers..					3.00	3.30	.30	10.0
Class C2, 000o>.....	362	307	45	46				
Passenger:								
Less than 80,000 pounds on drivers..					2.40	2.45	.05	2.1
80,000 to 100,000 pounds on drivers..					2.40	2.50	.10	4.2
Class C3, 0000o>.....	10	10	70	70				
Passenger.....					2.50	2.70	.20	8.0
Class E3, 0000o>.....	1	1	83	84				
Passenger.....					2.50	2.70	.20	8.0
Class E4, 00000o>.....		1		118				
Freight.....						3.30		
Class F2, 0000o>.....	247	285	59	60				
Passenger.....					2.50	2.60	.10	4.0
Class F3, 00000o>.....	112	137	90	91				
Passenger.....					2.60	2.85	.25	9.6
Mallet, 00000-00000o>.....	1	1	219	219				
Freight.....					3.00	4.00	1.00	33.3
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class F2, 0000o>.....	3	2	54	59				
Passenger.....					2.50	2.60	0.10	4.0
Class CCs, 0000000o>.....		1		193				
Freight.....						4.00		

PENNSYLVANIA CO.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	5	4	35	38				
Switching:								
First-class yards.....					\$2.60	\$2.60	\$0.00	0.0
Second-class yards.....					2.50	2.50	.00	0.0
Class A3, 000>.....	188	195	61	65				
Switching:								
First-class yards.....					2.60	2.60	.00	0.0
Second-class yards.....					2.50	2.50	.00	0.0
Class A4, 0000>.....	10	8	53	53				
Switching:								
First-class yards.....					2.60	2.60	.00	0.0
Second-class yards.....					2.50	2.50	.00	0.0
Class B4, 0000o>.....	780	937	82	87				
Local freight:								
Less than 100,000 pounds on drivers..					3.00	3.00	.00	0.0
100,000 to 140,000 pounds on drivers..					3.00	3.00	.00	0.0
140,000 to 170,000 pounds on drivers..					3.00	3.10	.10	3.3
170,000 to 200,000 pounds on drivers..					3.00	3.20	.20	6.7
200,000 to 250,000 pounds on drivers..					3.00	3.30	.30	10.0
Class C2, 000o>.....	67	53	32	32				
Passenger.....					2.40	2.45	.05	2.1
Class C3, 0000o>.....	89	86	63	64				
Through freights:								
Less than 140,000 pounds on drivers..					3.00	3.00	.00	0.0
140,000 to 170,000 pounds on drivers..					3.00	3.00	.00	0.0
Class E3, 0000o>.....	1	1	84	84				
Passenger.....					2.60	2.70	.10	3.8
Class F2, 0000o>.....	70	70	58	58				
Passenger.....					2.50	2.60	.10	4.0
Class F3, 00000o>.....	56	73	91	94				
Passenger.....					2.60	2.85	.25	9.6
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class F2, 0000o>.....	2	2	57	56				
Passenger.....					2.50	2.60	.10	4.0

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

PHILADELPHIA & READING RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>	77	75	46	49				
Switching:								
First-class yards					\$2.85	\$2.85	\$0.00	0.0
Second-class yards					2.65	2.65	.00	0.0
Class A3, OOO>	61	63	63	71				
Switching:								
First-class yards					2.85	2.85	.00	0.0
Second-class yards					2.65	2.65	.00	0.0
Class A4, OOOO>	20	15	67	76				
Switching:								
First-class yards					2.85	2.85	.00	0.0
Second-class yards					2.65	2.65	.00	0.0
Class B3, OOOO>	4	2	45	45				
Switching:								
First-class yards					2.85	2.85	.00	0.0
Second-class yards					2.65	2.65	.00	0.0
Freight:								
144,150 pounds and over on drivers					3.25			
Less than 144,150 pounds on drivers					2.70			
Class B4, OOOO>	484	507	71	77				
Switching:								
First-class yards					2.85	2.85	.00	0.0
Second-class yards					2.65	2.65	.00	0.0
Freight:								
144,150 pounds and over on drivers					3.25			
Less than 144,150 pounds on drivers					2.70			
140,000 to 170,000 pounds on drivers—								
Through						3.10		
Local						3.25		
Class C2, OOO>	135	142	41	45				
Passenger:								
Local train, first year					3.75			
Express train—								
Second year					4.10			
Succeeding years					4.20			
Standard rate						2.50		
Class C3, OOOO>	148	133	53	58				
Passenger:								
Local train, first year					3.75			
Express train, first year					4.10			
Standard rate						2.70		
Switching:								
First-class yards					2.85	2.85	.00	0.0
Second-class yards					2.65	2.65	.00	0.0
Freight:								
144,150 pounds and over on drivers					3.25			
Less than 144,150 pounds on drivers					2.70			
140,000 to 170,000 pounds on drivers—								
Through						3.10		
Local						3.25		
Class E4, oOOOO>		7		125				
Freight						3.30		
Class F2, oOOO>	50	51	50	54				
Passenger:								
Local train, first year					3.75			
Express train—								
Second year					4.10			
Succeeding years					4.20			
80,000 to 100,000 pounds on drivers						2.50		
100,000 to 140,000 pounds on drivers						2.60		
Class H3, ooOOO>	10	10	60	62				
Passenger:								
First year					2.45			
Second and subsequent years					2.60			
100,000 to 140,000 pounds on drivers						2.60		

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

RUTLAND R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	32	32	\$2.10	\$2.50	\$0.40	19.0
Rutland.....					2.00	2.50	.50	25.0
All other yards.....								
Class A3, 000>.....	5	6	58	60				
Rutland.....					2.10	2.50	.40	19.0
All other yards.....					2.00	2.50	.50	25.0
Class B3, 0000>.....	18	16	49	50				
Switching—								
Rutland.....					2.10	2.50	.40	19.0
All other yards.....					2.00	2.50	.50	25.0
20 or 21 inch cylinders.....					2.80	2.80	.00	0.0
Freight—								
Under 20-inch cylinders.....					2.70	2.85	.15	5.6
Over 21-inch cylinders.....					2.90	3.00	.10	3.4
Class B4, 00000>.....	15	21	88	90				
Freight—								
Over 21-inch cylinders.....					2.80	3.00	.20	7.1
21-inch cylinders or under.....					2.80	3.20	.40	14.3
Class C2, 0000>.....	18	17	32	33				
Passenger—								
Less than 80,000 pounds on drivers.....					2.35	2.45	.10	4.3
80,000 to 100,000 pounds on drivers.....					2.35	2.50	.15	6.4
Class C3, 00000>.....	29	35	59	63				
Freight—								
80,000 to 100,000 pounds on drivers.....					2.70	2.85	.15	5.6
100,000 to 140,000 pounds on drivers.....					2.80	3.00	.20	7.1
Passenger—								
100,000 to 140,000 pounds on drivers.....					2.40	2.60	.20	8.3
140,000 to 170,000 pounds on drivers.....					2.45	2.70	.25	10.2

TOLEDO & OHIO CENTRAL RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	28	28	57	57	\$2.40	\$2.50	\$0.10	4.2
Switching.....								
Class A4, 0000>.....		3		120		2.60		
Switching.....								
Class B4, 00000>.....	62	60	77	78				
Freight—								
21-inch cylinders or over.....					2.95			
20-inch cylinders.....					2.90			
Engines weighing 140,700, 141,660, and 149,000 pounds on drivers.....						3.10		
Engines 233,500 pounds on drivers.....						3.30		
Class C2, 0000>.....	18	15	38	41				
Passenger—								
17-inch cylinders.....					2.25			
18-inch cylinders.....					2.35			
Engines 59,400 pounds on drivers.....						2.45		
Engines 82,000, 87,000, and 92,500 pounds on drivers.....						2.50		
Class C3, 00000>.....	23	23	46	46				
Locals 71, 72, 88, and 89.....					2.94	3.09	.15	5.1
All other locals.....					2.85	3.00	.15	5.3
Through freight.....					2.80			
Work, wreck, and circus train.....					2.70	2.85	.15	5.6
Mine runs.....					2.55			
Class F3, 000000>.....		4		67				
Passenger.....						2.60		

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

TOLEDO, PEORIA & WESTERN RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class B4, 0000o>.....	14	16	69	71				
Passenger.....					\$2.00	\$2.70	\$0.70	35.0
Freight—								
20 by 24 inch cylinders.....					2.55	3.10	.55	21.6
21 by 28 inch cylinders.....					2.75	3.10	.35	16.4
Class C2, 000o>.....	7	7	25	25				
Passenger.....					2.00	2.45	.45	22.5
Freight.....					2.55	3.00	.45	17.6
Class C3, 0000o>.....	10	10	54	54				
Passenger.....					2.00	2.60	.60	30.0
Freight.....					2.55	3.00	.45	17.6

TOLEDO, ST. LOUIS & WESTERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, 000>.....	10	10	61	61				
Switching.....					\$2.20	\$2.50	\$0.30	13.6
Class B3, 000o>.....	9	9	50	50				
Freight—								
Through.....					2.60	2.75	.15	5.8
Local.....					2.75	3.15	.40	14.5
Class B4, 0000o>.....	34	39	81	81				
Freight.....					2.875	3.10	.225	7.8
Class C2, 000o>.....	8	8	31	31				
Passenger.....					2.225	2.45	.225	10.1
Class C3, 0000o>.....	31	31	51	51				
Passenger.....					2.225	2.50	.275	12.4
Freight.....					2.875	3.00	.125	4.4
Class F2, 0000o>.....	2	2	44	44				
Passenger.....					2.225	2.50	.275	12.4

VANDALIA R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, 00>.....	1	1	40	40				
Switching.....					\$2.50	\$2.50	\$0.00	0.0
Class A3, 000>.....	32	32	70	70				
Switching.....					2.50	2.50	.00	.0
Class B3, 0000o>.....	83	83	71	71				
Freight.....					2.85	3.10	.25	8.8
Switching.....					2.50	2.60	.10	4.0
Class B4, 0000o>.....	56	56	71	71				
Freight.....					3.00	3.10	.10	3.3
Class C2, 000o>.....	29	25	34	35				
Passenger.....					2.40	2.45	.05	2.1
Class C3, 0000o>.....	24	24	46	46				
Passenger.....					2.40	2.60	.20	8.3
Freight.....					2.85	2.85	.00	.0
Class F2, 0000o>.....	19	19	52	52				
80,000 to 100,000 pounds on drivers.....					2.50	2.50	.00	.0
100,000 to 140,000 pounds on drivers.....					2.50	2.60	.10	4.0
Class F3, 0000o>.....	8	12	93	83				
Passenger.....					2.60	2.70	.10	3.8

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

WEST SIDE BELT R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	1	1	37	37				
Switching.....					\$2.40	\$2.50	\$0.10	4.2
Class B4, OOOO>.....	2	2	80	80				
Switching.....					2.40	2.60	.20	8.3
Freight.....					2.90	3.10	.20	6.9
Class C2, OOOo>.....	1	1	33	33				
Passenger.....					2.32	2.45	.13	5.6
Class C3, OOOOo>.....	1	1	40	40				
Switching.....					2.40	2.50	.10	4.2
FOUR-CYLINDER COMPOUND LOCOMOTIVES.								
Class OOO—OOO Mallet.....	2	2	162	162				
Freight.....					3.00	4.00	1.00	33.3

WABASH-PITTSBURGH TERMINAL RY.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A3, OOO>.....	1		42					
Switching.....					\$2.40			
Class B4, OOOOo>.....	12	12	100	100				
Switching.....					2.40	\$2.60	\$0.20	8.3
Freight.....					2.90	3.30	.40	13.8
Class C2, OOOo>.....	2	2	33	33				
Passenger.....					2.32	2.45	.13	5.6
Class C3, OOOOo>.....	2	2	36	36				
Switching.....					2.40	2.50	.10	4.2
Freight.....					2.70	2.75	.05	1.9

WHEELING & LAKE ERIE R. R.

SINGLE-EXPANSION LOCOMOTIVES.								
Class A2, OO>.....	5	5	43	43				
Switching.....					\$2.30	\$2.50	\$0.20	8.7
Class A3, OOO>.....	29	29	52	52				
Switching:								
140,000 pounds on drivers.....					2.40	2.50	.10	4.2
Over 140,000 pounds on drivers.....					2.40	2.60	.20	8.3
Class B3, OOOO>.....	7	5	43	41				
Freight, between 80,000 and 100,000 pounds.....					2.70	2.85	.15	5.6
Class B4, OOOOo>.....	79	99	87	93				
Freight:								
Less than 150,000 pounds on drivers.....					2.70	3.20	.50	18.5
150,000 pounds or over on drivers.....					2.90	3.30	.40	13.8
Class C2, OOOo>.....	16	16	34	35				
Passenger:								
Less than 80,000 pounds on drivers.....					2.32	2.45	.13	5.6
80,000 pounds to 100,000 pounds on drivers.....					2.32	2.50	.18	7.8
Class C3, OOOOo>.....	50	48	40	39				
Freight:								
Less than 80,000 pounds on drivers.....					2.70	2.75	.05	1.9
80,000 pounds to 100,000 pounds on drivers.....					2.70	2.85	.15	5.6
Class F2, oOOOo>.....	6	6	50	50				
Passenger, 100,000 to 140,000 pounds on drivers.....					2.32	2.60	.28	12.1

Rates paid to locomotive firemen before and after the arbitration of 1913, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ZANESVILLE & WESTERN RY.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to firemen.		Increase to firemen.	
	1912	1914	1912	1914	1912	1914	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.								
Class B3, 000o>.....	4	4	43	43				
Local freight.....					\$2.70	\$3.00	\$0.30	11.1
Through freight.....					2.70	2.85	.15	5.6
Work, wreck, circus, and mine runs.....					2.55	2.85	.30	11.8
Class B4, 0000o>.....	7	9	61	63				
Through freight.....					2.76	3.10	.34	12.3
Local freight.....					2.76	3.25	.49	17.8
Class C2, 000o>.....	3	6	29	29				
Passenger.....					2.23	2.45	.22	9.9
Class C3, 0000o>.....	4	1	39	39				
Local freight.....					2.70	3.00	.30	11.1
Through freight.....					2.70	2.85	.15	5.6
Work, wreck, circus, and mine runs.....					2.55	2.85	.30	11.8

XVI.

RAILROADS IN EASTERN TERRITORY AND ORDER OF RAILWAY CONDUCTORS, BROTHERHOOD OF RAILROAD TRAINMEN: 1913.

(Submitted to arbitration by an agreement dated July 26, 1913. Award rendered November 10, 1913.)

Adjustment of requests for higher rates of pay and improvements in working conditions, as has been pointed out, had been made by arbitration for locomotive engineers in eastern territory in November, 1912, and for locomotive firemen in April, 1913. This cycle of wage adjustments, so far as employees engaged in train movements was concerned, was completed by the arbitration in the latter half of 1913 of certain requests of conductors and trainmen in the territory east of the Mississippi and north of the Ohio and Potomac rivers. About 20,000 conductors and 80,000 trainmen and 42 of the leading eastern railroads were involved in these proceedings.

This arbitration was the first held under the auspices of the so-called Newlands law which superseded the Erdman Act, and created the United States Board of Mediation and Conciliation. The arbitration board selected to hear the case consisted of six members, divided into three groups of two each, representative of the railroads, the employees, and the public. The latter group was composed of the Seth Low, president of the National Civic Federation and formerly president of Columbia University, and Dr. John H. Finley, president of the University of the State of New York. The railroads were represented by W. W. Atterbury, vice president of the Pennsylvania Railroad, and A. H. Smith, vice president of the New York Central lines. L. E. Sheppard, vice president of the Order of Railroad Conductors, and D. L. Cease, vice president of the Brotherhood of Railroad Trainmen, represented the employees. The hearings of the arbitration board were held in New York City during the period September 11 to October 10, 1913. The award of the board was handed down on November 10, 1913.

SUMMARY OF THE BOARD'S DECISION.

The award of the arbitration board, so far as the main issues and principles involved in the proceedings are concerned, may be briefly summarized as follows:

1. Data or time were not available for a complete study of the question of the standardization of rates of pay and working conditions. No attempt was therefore made to standardize rates and conditions between the East and West, but the effort was made to standardize rates between the East and South, because of similarity in working conditions and because of the fact that rates of pay for other skilled

workers were practically uniform in these sections. The recommendation was made that Congress should authorize some public body to make an independent inquiry as to whether there was any scientific ground for maintaining a wage differential between the East and the West.

2. As a result of its own inquiries the board came to the conclusion that the cost of living to workers in the East with an income ranging between \$800 and \$1,200 had advanced 7 per cent during the period 1910-1912. They considered this the basic factor in making their award. They therefore granted a corresponding money increase to conductors and trainmen amounting according to their estimate to approximately \$6,000,000. This amount, as a general rule, they endeavored to distribute in advances in rates of pay, other factors, however, being taken into consideration, such as increased work or responsibilities, or the difference between eastern and southern territory in the case of certain classes of service.

3. Upon the basis of exhibits submitted by the employees, the board reached the conclusion that the element of hazard or risk for trainmen had tended to decrease instead of increase. No added compensation, therefore, in its opinion, could be given to offset this factor. They considered risks to have been reduced by the substitution of steel for wooden cars and by the installation of safety devices by the railroads.

4. As a general proposition the board declared that conductors and trainmen, however, should receive a higher rate of compensation as compared with other skilled labor because of the greater element of hazard in their occupations.

5. The board held further that there had been no additional responsibility imposed upon brakemen because of heavier and longer trains, but, on the other hand, the responsibilities of conductors had been increased.

6. The increased productivity of the transportation industry, the board thought, had been due to added capital investments and to mechanical appliances and inventions and not to the working forces. They noted one exception, mine runs, to this general finding and gave substantial recognition in the form of higher rates to engineers and firemen in this class of service.

7. The board held that there was no working relation between freight and passenger rates and rates of pay to employees.

8. The percentage of increase in rates of pay granted in the passenger service was not large. Larger advances were allowed in freight service because of the longer hours of work.

An action of the board, which was of general interest and which should be specially mentioned, consisted in the recommendation that Congress should authorize some public authority to make an independent inquiry for the following purposes:

1. To ascertain whether there was any reason for maintaining a wage differential between the East and West.

2. To study existing wage scales, and to recommend "a scientific basis for the payment of railway employees who operate trains."

The former Commission on Industrial Relations had just been established, and the arbitration board suggested that it undertake this investigation.

REVIEW OF ARGUMENT.

Conductors and trainmen asked for western rates of pay on the following general grounds:

1. Standardization.
2. Cost of living.
3. Because of increased risk, labor, and responsibility.
4. Because of the increased productivity of the work of the train crews.
5. Because profits of railroads had increased out of proportion to wages.

The men submitted testimony to show that railroading is worth just as much in one section of the country as another, with the exception of the so-called mountainous district of the West. The essential conditions affecting the lives of the men in all three territories they claimed were the same. It was pointed out further that the operating rules for railways have been largely standardized by the American Railway Association, which embraces all railroads in the United States, and that the Car Builders' Association was standardizing in the construction of cars. Figures from the Bureau of Labor Statistics were also submitted to show that wages in other trades were practically identical in all sections of the country. Evidence was also presented to prove that railroads traversing the same territory and operating under identical conditions, in one case, carried eastern rates of pay to conductors and trainmen and, in the other, western rates.

The railroads made reply to the argument of the employees by the statement that there is no such thing as standardization of rates and rules because the relation between working rules and rates of pay can not be disassociated; that rules and rates differ in the same territory and between different territories. They acknowledged that rates were higher in the West and South than in the eastern territory, but conditions of employment and working conditions, they asserted, were easier in the East because of better equipment and roadway and working rules. Lighter and less dangerous work, the railroads also claimed, offset the comparatively lower earnings of the men in the East.

The railroads argued further that receipts per ton and passenger mile were higher in the South and West than in the East, and, despite this fact, conductors and trainmen received a greater proportion of the receipts per train mile in the East than in the other two sections. This was due, they declared, to the short runs in the East (less than 155 and 100 miles per day), which were paid for as a full day.

Finally, the railroads declared that the justice of the higher wage scales in the South and West had not been established, and without a justification of these scales rates in the East should not be raised to their level. Southern and western schedules, they stated, were not entitled to consideration as standard scales.

The finding of the board was that standardization of rates of pay between eastern and western territory was then impossible, and that it was uncertain whether conductors and trainmen in the West wished this to be done. They also found that rates of pay in other organized trades were higher in the West than in the East. They

came to the final conclusion that rules and rates were already partially standardized between the East and South, and endeavored further to standardize them so that all rates would be uniform in the territory east of the Mississippi River. The board pointed out that rates in other occupations than railroading were largely the same in these two sections.

In attempting to standardize rates as far as practicable between the East and South the following detailed awards were made:

1. Rates asked for by conductors in passenger service in eastern territory, which were the same as those obtaining in the South, were allowed.

2. In local freight service small advances were made, but they were the same rates as then paid in the South for conductors and brakemen. In through freight service the rates awarded also approximated those in the South. Increases granted were largest in freight service, because the board stated men have to work abnormal hours in the East, longer than in the other two territories. In yard service first-class yards in the East were placed upon the Chicago basis. In its opinion, the board also declares that rates should ultimately be standardized between all sections, but found itself without sufficient data or time to work this out, and recommended a congressional inquiry as to this question. The board stated further that there was no working relation, in its opinion, between freight and passenger rates and rates of pay in different sections.

As to cost of living, the men submitted data showing the increased cost of food during the 10 years preceding the arbitration. The railroads, on the other hand, contended that the arbitration board should accept as a basing or starting point for its decision the wage adjustments with trainmen and conductors in 1910; that there had been no increase in cost of living since that date, and hence no increase in wages on that ground. The railroads, however, did not submit any testimony to establish this claim.

The board in its award assumed that increases in cost of living had been adequately cared for prior to 1910 by the adjustments of 1910 between the conductors and trainmen and the railroads. On its own examination, however, of Bulletin 132 of the United States Bureau of Labor Statistics, the board came to the conclusion that there had been a substantial increase in the cost of living during the period of 1910-1912 for men having incomes from \$800 to \$1,200 per annum, amounting to at least 7 per cent. They considered this factor as basic, and aimed to award a corresponding wage increase to the employees, amounting in the aggregate, according to their estimate, to approximately \$6,000,000.

As to the general claim of increased risk, labor, and responsibility, the men argued that their labors and responsibilities had been increased by the lengthening of trains and use of larger equipment, and furthermore, that larger risks had to be taken and greater hazards incurred.

The railroads answered by the argument that although length of trains had been increased, additional labor, risks, and responsibilities had been offset by the installation of labor saving and safety devices.

In this connection, the findings of the board were:

1. Risks and accidents to trainmen and conductors had declined instead of increased.

2. There had been no increased labor to trainmen since 1910 for handling larger trains because of the wider use of the air brake.

3. Responsibilities of conductors had become greater because of heavier trains. Substantial recognition to this finding was given in some instances by larger increases in rates to conductors than to brakemen, baggagemen, and flagmen.

As to increased productivity of train crews, the men claimed that their output had been greatly increased by lengthening of trains, or the increase in the number of cars handled by a train crew.

Against this argument the railroads contended that any increased productivity of employees had been met by the wage adjustment of 1910, and submitted evidence for the purpose of proving that the employees received more per traffic unit than formerly.

The finding of the board was that increased productivity was due to new capital investments and not to labor, except in the case of mine runs. An increase in rates was granted to cover the increased productive efficiency of conductors and trainmen in this branch of the service.

In connection with profits and wages, the men claimed that profits of the railroads were increasing, while the railroads ignored this argument except to show that fixed charges had advanced.

The board stated in its award that there was no relation between wages and profits, and that the argument of the men was without any significance in view of the fact that the railroads did not claim inability to pay increased wages.

As to the comparison of the pay of conductors and trainmen and other skilled labor, the railroads claimed that the pay of conductors and trainmen was greater than other skilled labor, while the men replied that they deserved higher rates of pay because of greater responsibilities and hazards. In its findings, the board sustained the contention of the men.

The railroads put forward the claim that wages of brakemen should be reduced because of full crew bills and similar legislation. The employees declared that such legislation had been passed in 20 States, only 5 of which were in the East, and no discrimination had been made in rates of pay in the other States. The board held that it was not within its purview to pass upon legislation of the States.

As to overtime payments of time and one-half, the board stated that hours of work were unreasonably long and should be reduced. It refused, however, to accept punitive measures to remedy this situation, because they believed a considerable amount of overtime was beyond the control of railroad managements. The hope was expressed that some other remedy for longer hours could be devised.

The board earnestly called the attention of the country to the fact that any failure to modernize the railroads with safety devices and steel equipment resulted in greater hazard or death and injury to passengers and employees, and decreased efficiency of operation. It considered any policy which fails to give sufficient rates to the railroads for this purpose a "misfortune."

THE AWARD IN DETAIL.

The detailed requests of the employees as compared with the findings of the board of arbitration are shown below. The requests of the employees were put forward in the form of articles designated by letters from A to Q, inclusive. In the comparison of the award of the arbitration board with these requests, the articles of the requests and the awards are shown in parallel columns.

REQUESTS OF EMPLOYEES AND AWARD OF BOARD COMPARED.

ARTICLE A.

REQUESTS OF CONDUCTORS AND TRAINMEN. AWARD OF THE BOARD OF ARBITRATION.

Passenger service, steam and electric:

	Per mile, cents.
Conductors.....	2.90
Baggagemen.....	1.87
Flagmen or rear brakemen.....	1.80
Brakemen.....	1.74

Minimum day of 155 miles.

Passenger service, steam and electric:

	Per mile, cents.
Conductors.....	2.90
Assistant conductors or ticket collectors.....	2.30
Baggagemen.....	1.65
Flagmen, rear brakemen, and brakemen.....	1.60

Minimum day of 155 miles.

ARTICLE B.

Passenger service, runs of less than 155 miles—rates:

Conductors.....	\$4.50
Baggagemen.....	2.90
Flagmen or rear brakemen.....	2.80
Brakemen.....	2.70

Passenger service, runs of less than 155 miles—rates:

Conductors.....	\$4.50
Assistant conductors or ticket collectors.....	3.57
Baggagemen.....	2.75
Flagmen and rear brakemen.....	2.60
Brakemen.....	2.55

Assistant conductors and ticket collectors not to be created. Rates awarded only applicable where these designations are already made in schedules.

Rates of pay to flagmen and rear brakemen to apply to all employees performing these services regardless of whether they are known by these titles.

ARTICLE C.

Overtime on short turn-around runs, no single trip of which exceeds 80 miles, to be paid for all time actually on duty beyond 8 hours and within 10 consecutive hours, and also for all time in excess of 10 consecutive hours, computed from time required to report for duty, at the following rates per hour:

	Cents.
Conductors.....	45.0
Assistant conductors and ticket collectors.....	
Baggagemen.....	29.0
Flagmen or rear brakemen.....	28.0
Brakemen.....	27.0

Overtime allowed after 8 hours within 12 consecutive hours, and after 12 hours time to be counted as continuous where release from actual duty does not exceed 1 hour, at the following rates:

	Cents.
Conductors.....	45.0
Assistant conductors and ticket collectors.....	35.7
Baggagemen.....	27.5
Flagmen or rear brakemen.....	26.0
Brakemen.....	25.5

All other passenger trainmen shall be paid overtime on the speed basis of 25 miles per hour.

Regularly assigned passenger trainmen available for duty the entire month shall receive the following rates per month:

Conductors.....	\$135.00
Baggagemen.....	87.00
Flagmen or rear brakemen.....	84.00
Brakemen.....	81.00

When regular men lay off, extra men shall receive the same rates as the regular men, the sum total equaling the above monthly guaranty.

All other passenger trainmen shall be paid on a speed basis of 25 miles per hour.

Regularly assigned passenger trainmen available for duty the entire month shall receive the following rates per month:

Conductors.....	\$135.00
Baggagemen.....	82.50
Flagmen or rear brakemen.....	78.00
Brakemen.....	76.50

When regular men lay off, extra men shall receive the same rates as the regular men, the sum total equaling the above monthly guaranty.

ARTICLE D.

Reductions in crews or increases in mileage from assignments in passenger service in effect November 1, 1912, shall not be made for the purpose of offsetting benefits of award.

This request allowed with reservation that railroads might change suburban and short run assignments and mileage, so as to avoid excessive overtime claims, provided no changes in earnings of men, or no crews taken off and reduced.

ARTICLE E.

Increases requested to apply to all special or incidental rates not specified.

For all special and incidental service in passenger and freight service not specifically covered by this award a percentage of increase is hereby granted as follows:

	Per cent.
Passenger conductors.....	8.2
Baggagemen.....	6.4
Passenger flagmen or rear brakemen.....	4.9
Passenger brakemen.....	6.7
Through freight conductors.....	10.1
Through freight flagmen.....	5.7
Through freight brakemen.....	10.3
Local freight conductors.....	13.2
Local freight flagmen.....	7.1
Local freight brakemen.....	11.1

It is not the intention of this article to reclassify any service within existing schedules except as reclassified by this award, nor to increase special allowances based on the standard mileage, hourly, or daily rates.

The board finds itself unable from the evidence before it to make uniform rules for multiple unit electric service, but it is awarded that where standard rates now obtain the standard rates fixed by this award shall apply, and where special rates exist, that such special rates shall take the percentage of increase given by this article; provided that in no case shall the rates so increased be carried above the standard rates fixed by this award.

Where on any road lower rates than the standard or prevailing rates were established by the Clark-Morrissey award in 1910, the same percentage of wage differentials will obtain under this award, but

all other conditions except rates will be superseded by this award. It is intended that in no case shall the rates so increased be carried above the standard rates fixed by this award.

This board is uninformed as to the precise range of effect of the Clark-Morrissey award. This board does not intend to open up any question as to standardization of rates not directly connected with the Clark-Morrissey award. Any dispute arising out of this exception may be submitted to this board or a subcommittee thereof for final decision. Such submission shall be in writing. A statement should be agreed upon, and if not agreed upon, then the differences should be recited in detail.

ARTICLE F.

Through and irregular freight service to be paid as follows, per mile:

	Cents.
Conductors.....	4. 18
Flagmen.....	2. 88
Brakemen.....	2. 78

Runs of 100 miles or less, either straight-away or turn around, to be paid for as 100 miles.

Through and irregular freight work, construction, snowplow, circus, or wreck train service, to be paid as follows, per mile:

	Cents.
Conductors.....	4. 00
Flagmen.....	2. 67
Brakemen.....	2. 67

Runs of 100 miles or less, either straight-away or turn around, to be paid for as 100 miles.

ARTICLE G.

Way, pick-up, or drop, mine and roust-about, to be paid as follows, per mile:

	Cents.
Conductors.....	4. 84
Flagmen.....	3. 31
Brakemen.....	3. 21

One hundred miles or less to constitute a day.

	Cents.
Conductors.....	4. 50
Flagmen.....	3. 00
Brakemen.....	3. 00

One hundred miles or less to constitute a day.

ARTICLE H.

Work, construction, wreck, circus, and snowplow train crews to be paid as follows, per day:

Conductors.....	\$4. 50
Flagmen.....	3. 10
Brakemen.....	3. 00

Through and irregular freight service rates awarded as follows, per mile:

	Cents.
Conductors.....	4. 00
Flagmen.....	2. 67
Brakemen.....	2. 67

ARTICLE I.

In all classes of service, other than passenger, 100 miles or 10 hours or less shall constitute a day's work. Overtime shall be paid for at the rate of 15 miles an hour.

This request was allowed with the exception that overtime should be paid for at a speed of 10 miles an hour. Railroads also authorized to run crews in a number of short runs, provided their mileage in the aggregate does not exceed 100 miles, or their time on duty does not exceed 10 hours.

ARTICLE J.

Milk, helper, and other classes of service to be given the same rate of increase as given in through freight service.

This request was practically allowed and included in Article E, which makes provision for increases in incidental and mixed service corresponding to the rates of increase granted in specified services. (See Article E.)

ARTICLE K.

Regularly assigned men shall be guaranteed 100 miles, or 10 hours for each calendar day in the month.

This request was granted, with the provision also that crews receiving a guarantee may be used in other classes of service if there is nothing to do in their own class of service.

ARTICLE L.

Deadheading in freight or passenger service to be paid for at rates of service in which conductors and trainmen are regularly engaged. Trainmen running with light engines or engine and caboose will be paid full through freight rate.

Conditions shall be continued on the various roads in accordance with existing schedules, unless modified by mutual agreement.

ARTICLE M.

Unassigned freight crews held away from home terminals longer than 12 hours will be paid at the rate of 10 miles an hour at through freight rates for the time so held, to be computed up to one hour before the departure of the train on which they resume duty.

Conductors and trainmen in pool freight and unassigned freight service to receive continuous overtime at the rate of their last service after they have been held away from their home terminal 18 hours from time relieved from previous duty. If held 14 hours after the first 28 hours, they will be paid continuous time for the next 10 hours, and similarly for each 24 hours thereafter. When called for duty after this pay begins, they shall be paid continuous time. Railroads required to designate home terminals for all crews.

ARTICLE N.

Time and one-half for crews handling double-headed trains of two engines requested.

This request was denied.

ARTICLE O.

Chicago standard of rates requested for yard service—10-hour day, time and one-half for overtime.

Eastern classification of yards to be maintained. One cent an hour increase granted to yard employees, provided increased rates do not exceed Chicago yard rates. Time and one-half for overtime denied.

ARTICLE P.

Rates higher or conditions better on certain roads which are affected by the requests of the men or award of the board not to be reduced.

Earnings of conductors and trainmen not to be reduced by the award. Employees not to be allowed, however, to advance their rates of pay by selecting old conditions and new rates, or vice versa.

ARTICLE Q.

Existing schedules or agreements shall not be changed except as they are herein specifically amended. This request was sanctioned by the board.

A minority report was filed by L. E. Sheppard and D. L. Cease, officers of the Order of Railway Conductors and the Brotherhood of Railroad Trainmen, who represented these organizations on the arbitration board. The points of disagreement with the majority report which were put forward by these arbitrators were as follows:

1. They considered that the request of the men for time and one-half for overtime should have been granted, because, they declared, that the men deserved it. They claimed that the railroads could regulate overtime.

2. Conductors and trainmen should have had a participation in the revenue gains from the development of increased train tonnage because of their increased productivity.

3. Failure of the board to consider conditions prior to adjustments of 1910 was unwarranted and limited the scope of its findings.

4. Differentials established by the Clark-Morrissey award of 1910 should have been changed because conditions have changed since this award.

5. There should have been a greater degree of standardization.

A dissenting opinion was also filed by W. W. Atterbury, vice president of the Pennsylvania Railroad, and A. H. Smith, vice president of the New York Central lines, who represented the railroads on the board of arbitration. They dissented from the award on the following general grounds:

First. Because "standardization" is chimerical and uneconomic.

Second. Such increased cost of living as has occurred is not sufficient to justify the increase granted.

Third. Statistics proved that "risk" had decreased; proved that "hours of labor" had decreased; the weight of evidence was that "labor" had not increased; and they could not agree that it had been proven that anything so intangible as "responsibility" had been increased.

Fourth. The conductors and trainmen were but one of the many factors in efficient railroad operation, and were no more responsible for increased productivity than any other class of railway labor.

COMPARISON OF THE RESULT OF THE ARBITRATION BY INDIVIDUAL RAILROADS.

In the series of statements which follow a comparison is made of the results of the arbitration on individual railroads which were parties to the proceedings. The general method adopted was to compare the official schedules of rates of pay and working conditions which were in force on each railroad before and after the award of the arbitration board. A comparative statement is shown for each road for which official schedules could be secured.

No comprehensive generalization as to the results of these schedule comparisons can be made, for the evident reason that no standard method of wage payment prevailed. Each transportation company adapted the award to its own method of fixing the basis of compensation. In some instances payments are made on a trip basis, and in

others on a mileage basis. Almost all railroads have special methods of payment for special kinds of service or special runs.

The detailed comparisons, by railroads, are given below. The railroads are arranged in alphabetical order.

BALTIMORE & OHIO RAILROAD CO.

On a standard mileage basis as well as on the basis of a minimum monthly guaranty, passenger conductors on this road as a result of the award of the arbitration board had their rates of pay advanced about 8 per cent. Baggage men (not handling express) in ordinary service were allowed increase from 6.5 to 10 per cent, and passenger brakemen from 6.7 to 9.3 per cent. Conductors running on through freight, work, and wreck trains secured advances in compensation on a mileage basis of 10.1 per cent; brakemen, 6.2 per cent; flagmen, 5.7 per cent.

In local, pick-up, and mixed freight train service, rates of pay to conductors were advanced 13.2 per cent; to brakemen, 11.1 per cent; and to flagmen, 7.1 per cent. Advances in rates of pay for these same classes of service computed on a run or mileage basis were somewhat less in the case of conductors and flagmen than those made on a day-payment basis.

Amount and per cent of increase in rates of pay of conductors and trainmen, as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger: Standard (1913, 155 miles or over), per mile.....	\$0.0268	\$0.029	\$0.0022	8.2
Emergency: ¹				
One hour or less.....	.42	.45	.03	7.1
Over 1 hour and 5 hours or less.....	2.10	2.25	.15	7.1
Over 5 hours or less than 10.....	4.20	4.50	.30	7.1
Regularly assigned passenger trainmen, monthly guaranty, per month.....	125.00	135.00	10.00	8.0
Freight:				
Through freight, work and wreck train, per mile.....	.0363	.04	.0037	10.1
Local, pick-up and mixed, per mile.....	.03975	.045	.00525	13.2
Landenburg Branch, per month.....	120.45	120.45	.00	.0
Circus train (single move), ² minimum.....	4.8279	5.32	.4921	10.2
Circus train (terminal), per mile.....	.0363	.04	.0037	10.1
Yard: Average rate for groups 2, 3, and 4, day and night, per hour.....	.37	.38	.01	2.7
Chicago yard:				
Day, per hour.....	.38	.38	.00	.0
Night, per hour.....	.40	.40	.00	.0

Class of service.	Baggage men (express).			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger: Standard (1913, 155 miles or over), per mile.....	\$0.0165	\$0.0175	\$0.001	6.1
Regularly assigned passenger trainmen, monthly guaranty, per month.....	79.00	86.50	7.50	9.5

¹ Service in excess of 100 miles not considered emergency work.

² Based on allowance of 133 miles at through freight rate, overtime after 12 hours.

Amount and per cent of increase in rates of pay of conductors and trainmen, as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Baggagemen.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger: Standard (1913, 155 miles or over), per mile.....	\$0. 0155	\$0. 0165	\$0. 001	6. 5
Emergency: ¹				
One hour or less.....	. 24	. 275	. 035	14. 6
Over 1 hour and 5 hours or less.....	1. 20	1. 375	. 175	14. 6
Over 5 hours or less than 10.....	2. 65	2. 75	. 10	3. 8
Regularly assigned passenger trainmen, monthly guaranty, per month.....	75. 00	82. 50	7. 50	10. 0
Baltimore and Washington (minimum of 95 trips per month), per trip.....	. 78	. 78	. 00	. 0
Pittsburgh and Cumberland, per month.....	86. 00	86. 00	. 00	. 0
Pittsburgh and Wheeling, per month.....	86. 00	86. 00	. 00	. 0
Class of service.	Brakemen.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger: Standard (1913, 155 miles or over), per mile.....	\$0. 015	\$0. 016	\$0. 001	6. 7
Emergency: ¹				
One hour or less.....	. 24	. 255	. 015	6. 3
Over 1 hour and 5 hours or less.....	1. 20	1. 275	. 075	6. 3
Over 5 hours or less than 10.....	2. 55	2. 55	. 00	. 0
Regularly assigned passenger trainmen, monthly guaranty, per month.....	70. 00	76. 50	6. 50	9. 3
Baltimore and Washington (minimum of 95 trips per month), per trip.....	. 74	. 74	. 00	. 0
Frederick and Washington Junction (all runs), per month.....	78. 75	78. 75	. 00	. 0
Freight:				
Through freight, work and wreck train, per mile.....	. 0242	. 0267	. 0025	10. 3
Local, pick-up and mixed, per mile.....	. 027	. 03	. 003	11. 1
Circus train (single move), ² minimum.....	3. 2186	3. 5511	. 3325	10. 3
Circus train (terminal), per mile.....	. 0242	. 0267	. 0025	10. 3
Yard: Average rate for groups 2, 3, and 4, day and night, per hour.....	. 34	. 35	. 01	2. 9
Chicago yard:				
Day, per hour.....	. 35	. 35	. 00	. 0
Night, per hour.....	. 37	. 37	. 00	. 0
Class of service.	Flagmen.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Freight:				
Through freight, work and wreck train, per mile.....	\$0. 02525	\$0. 0267	\$0. 00145	5. 7
Local, pick-up and mixed, per mile.....	. 028	. 03	. 002	7. 1
Circus train (single move), ² minimum.....	3. 35825	3. 5511	. 19285	5. 4
Circus train (terminal), per mile.....	. 02525	. 0267	. 00145	5. 7

¹ Service in excess of 100 miles not considered emergency work.

² Based on allowance of 133 miles at through freight rate, overtime after 12 hours.

Rates of pay of conductors and trainmen.

Class of service.	Conductors.		Baggagemen (express).	
	1912	1913	1912	1913
Passenger:				
Standard (1913, 155 miles or over), per mile.....	\$0.0268	\$0.029	\$0.0165	\$0.0175
Runs of less than 155 miles, per day.....		4.50		2.90
Emergency: ¹				
One hour or less.....	.42	.45		
Over 1 hour and 5 hours or less.....	2.10	2.25		
Over 5 hours or less than 10.....	4.20	4.50		
Regularly assigned passenger trainmen, monthly guaranty, per month.....	125.00	135.00	79.00	86.50
OVERTIME.				
Standard (20 miles equal 1 hour), per hour.....	.42	.45		

Class of service.	Baggagemen.		Flagmen.		Brakemen.	
	1912	1913	1912	1913	1912	1913
Passenger:						
Standard (1913, 155 miles or over), per mile....	\$0.0155	\$0.165		\$0.016	\$0.015	\$0.016
Runs of less than 155 miles, per day.....		2.75		2.60		2.55
Emergency: ¹						
One hour or less.....	.24	.275		.26	.24	.255
Over 1 hour and 5 hours or less.....	1.20	1.375		1.30	1.20	1.275
Over 5 hours or less than 10.....	2.65	2.75		2.60	2.55	2.55
Regularly assigned passenger trainmen, monthly guaranty, per month.....	75.00	82.50		78.00	70.00	76.50
Baltimore and Washington (minimum of 95 trips per month), per trip.....	.78	.78			.74	.74
Frederick and Washington Junction (all runs), per month.....					78.75	78.75
Pittsburgh and Cumberland, per month.....	86.20	86.20				
Pittsburgh and Wheeling, per month.....	86.00	86.00				
OVERTIME.						
Standard (20 miles equal 1 hour), per hour.....	.25	.275		.26	.24	25.5

Class of service.	Conductors.		Flagmen.		Brakemen.	
	1912	1913	1912	1913	1912	1913
Through freight, work, and wreck train, per mile.....	\$0.0363	\$0.04	\$0.02525	\$0.0267	\$0.0242	\$0.0267
Local, pick-up, and mixed, per mile.....	.03975	.045	.028	.03	.027	.03
Landenberg Branch, per month.....	120.45	120.45				
Circus train ² (single move), minimum.....	4.8279	5.32	3.35825	3.5511	3.2186	3.5511
Circus train, terminal, per mile.....	.0363	.04	.02525	.0267	.0242	.0267
OVERTIME.						
Through freight, per hour.....	.363	.40	.2525	.267	.242	.267
Local, pick-up, and mixed, per hour.....	.3975	.45	.28	.30	.27	.30
Yard service, per hour:						
Group 1—						
Day.....	.38	.38			.35	.35
Night.....	.40	.40			.37	.37
Group 2—						
Day.....	.37	.38			.34	.35
Night.....	.39	.40			.36	.37
Group 3—						
Day.....	.36	.37			.33	.34
Night.....	.38	.39			.35	.36
Group 4—						
Day.....	.35	.36			.32	.33
Night.....	.37	.38			.34	.35

¹ Service in excess of 100 miles not considered emergency work.² Based on allowance of 133 miles at through freight rates, overtime after 12 hours.

BALTIMORE & OHIO SOUTHWESTERN RAILROAD CO.

The advances secured by different classes of employees on the Baltimore & Ohio Southwestern Railroad were practically the same, as can be readily seen from the table below, as those which have already been discussed in connection with the showing for the Baltimore & Ohio Railroad.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger, standard, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2
Emergency:				
One hour or less.....	.42	.45	.03	7.1
Over 1 hour and 5 hours or less.....	2.10	2.25	.15	7.1
Over 5 hours or less than 10 hours.....	4.20	4.50	.30	7.1
Regularly assigned passenger trainmen (monthly guaranty), per month.....	125.00	135.00	10.00	8.0
Freight and miscellaneous:				
Through freight, work and wreck train, per mile.....	.0363	.04	.0037	10.2
Local, pick-up, and mixed, per day.....	3.975	4.50	.525	13.2
Circus, single run, per run.....	² 4.8279	² 5.32	.4921	10.2
Circus, straightaway run from terminal to terminal, per mile.....	.0363	.04	.0037	10.2
Yard, average rate for groups 1, 2, and 3, day and night, per day..	3.70	3.80	.10	2.7

Class of service.	Baggagemen (express).			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger, standard, per mile.....	\$0.0165	\$0.0175	\$0.001	6.1
Regularly assigned passenger trainmen (monthly guaranty), per month.....	79.00	86.50	7.50	9.5

Class of service.	Baggagemen.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger, standard, per mile.....	\$0.0155	\$0.0165	\$0.001	6.5
Emergency:				
One hour or less.....	.24	.275	.035	14.6
Over 1 hour and 5 hours or less.....	1.20	1.375	.175	14.6
Over 5 hours or less than 10 hours.....	2.65	2.75	.10	3.8
Regularly assigned passenger trainmen (monthly guaranty), per month.....	75.00	82.50	7.50	10.0

¹ Mileage figures converted into daily figure sby application of rule that 100 miles or less constitute a day's work.

² Minimum.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Brakemen.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger, standard, per mile.....	\$0.015	\$0.016	\$0.001	6.7
Emergency:				
One hour or less.....	.24	.255	.015	6.3
Over 1 hour and 5 hours or less.....	1.20	1.275	.075	6.3
Over 5 hours or less than 10 hours.....	2.65	2.65	.00	.0
Regularly assigned passenger trainmen (monthly guaranty), per month.....	70.00	76.50	6.50	9.3
Freight and miscellaneous:				
Through freight, work and wreck train, per mile.....	.0242	.0267	.0025	10.3
Local, pick-up, and mixed, per day.....	2.70	3.00	.30	11.1
Circus, single run, per run.....	¹ 3.2186	¹ 3.5511	.3325	10.3
Circus, straightaway run from terminal to terminal, per mile.....	.0242	.0267	.0025	10.3
Yard, average rate for groups 1, 2, and 3, day and night, per day.....	3.40	3.50	.10	2.9

Class of service.	Flagmen.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Freight and miscellaneous:				
Through freight, work and wreck train, per mile.....	\$0.02525	\$0.0267	\$0.00145	5.7
Local, pick-up, and mixed, per day.....	2.80	3.00	.20	7.1
Circus, single run, per run.....	¹ 3.35825	¹ 3.5511	.19285	5.7
Circus, straightaway run from terminal to terminal, per mile.....	.02525	3.0267	.00145	5.7

Rates of pay of conductors and trainmen.

Class of service.	Conductors.		Baggagemen (express).	
	1912	1913	1912	1913
Passenger:				
Standard (1913, 155 miles or over), per mile.....	\$0.0268	\$0.029	\$0.0165	\$0.0175
Runs of less than 155 miles, per day.....		4.50		2.90
Emergency: ²				
One hour or less.....	.42	.45		
Over 1 hour and 5 hours or less.....	2.10	2.25		
Over 5 hours or less than 10 hours.....	4.20	4.50		
Regularly assigned passenger-train men, monthly guaranty, per month.....	125.00	135.00	79.00	86.50
Freight and miscellaneous:				
Through freight, work, and wreck train, per mile.....	.0363	.04		
Local, pick-up and mixed, ³ per day.....	3.975	⁴ 4.50		
Circus, single run, per run.....	¹ 4.8279	¹ 5.32		
Circus, straightaway run from terminal to terminal, per mile.....	.0363	.04		
OVERTIME.				
Passenger, standard, per hour.....	.42	.45		
Freight, through freight, work, and wreck train service, per hour.....	.363	.40		

¹ Minimum.

² Service in excess of 100 miles not considered emergency work.

³ Overtime pro rata.

⁴ Mileage figures converted into daily figures by application of rule that 100 miles or less constitute a day's work.

Rates of pay of conductors and trainmen—Continued.

Class of service.	Baggagemen.		Flagmen.		Brakemen.	
	1912	1913	1912	1913	1912	1913
Passenger:						
Standard (1913, 155 miles or over), per mile.....	\$0. 0155	\$0. 0165		\$0. 016	\$0. 015	\$0. 016
Runs of less than 155 miles, per day.....		2. 75		2. 60		2. 55
Emergency: ¹						
One hour or less.....	.24	.275		.26	.24	.255
Over 1 hour and 5 hours or less.....	1. 20	1. 375		1. 30	1. 20	1. 275
Over 5 hours or less than 10 hours.....	2. 65	2. 75		2. 60	2. 65	2. 55
Regularly assigned passenger-train men, monthly guaranty, per month.....	75. 00	82. 50		78. 00	70. 00	76. 50
Freight and miscellaneous:						
Through freight, work, and wreck train, per mile.....			\$0. 02525	.0267	.0242	.0267
Local, pick-up and mixed, ² per day.....			2. 80	3. 00	2. 70	3. 00
Circus, single run, per run.....			³ 3. 35825	³ 3. 5511	³ 3. 2186	³ 3. 5511
Circus, straightaway run from terminal to terminal, per mile.....			.02525	.0267	.0242	.0267
OVERTIME.						
Passenger, standard, per hour.....	.25	.275		.26	.24	.255
Freight, through freight, work, and wreck train service, per hour.....			.2525	.267	.242	.267
Yard service.	Group 1.		Group 2.		Group 3.	
	1912	1913	1912	1913	1912	1913
Day conductors, per day.....	\$3. 70	\$3. 80	\$3. 60	\$3. 70	\$3. 50	\$3. 60
Night conductors, per day.....	3. 90	4. 00	3. 80	3. 90	3. 70	3. 80
Day brakemen, per day.....	3. 40	3. 50	3. 30	3. 40	3. 20	3. 30
Night brakemen, per day.....	3. 60	3. 70	3. 50	3. 60	3. 40	3. 50

¹ Service in excess of 100 miles not considered emergency work.² Overtime pro rata.³ Minimum.

NOTE.—Increases in 1913 over 1910 for service not specified are shown in article E of the award in terms of percentages.

BESSEMER & LAKE ERIE RAILROAD CO.

Rates paid conductors on through freight and regular trains on this road were not increased by the arbitration award, but in mine-run service, conductors were advanced 7.1 per cent; and in local and pick-up service, 2.3 per cent.

Flagmen in mine-run service were advanced 9.5 per cent by the award; and brakemen, 14.5 per cent. Brakemen on local freight trains had their rates increased 11.1 per cent; and flagmen, 7.1 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1912	1914	Amount.	Per cent.	1912	1914	Amount.	Per cent.
Excursion and nonrevenue, per day.....	\$4.60	\$4.60	\$0.00	0.0	\$2.65	\$2.65	\$0.00	0.0
Through freight, per mile.....	.04	.04	.00	0	.....	.....	.....	.....
Wrecking, per mile.....	.04	.04	.00	0	.....	.....	.....	.....
Mine, per mile.....	.042	.045	.003	7.1	.0274	.03	.0026	9.5
Local, pick-up, per mile.....	.044	.045	.001	2.3	.028	.03	.002	7.1

Class of service.	Brakemen.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1912	1914	Amount.	Per cent.	1912	1914	Amount.	Per cent.
Excursion and nonrevenue, per day.....	\$2.55	\$2.55	\$0.00	0.0	\$3.00	\$3.00	\$0.00	0.0
Through freight, per mile.....	.026	.0267	.0007	2.7	.....	.....	.....	.....
Wrecking, per mile.....	.026	.0267	.0007	2.7	.....	.....	.....	.....
Mine, per mile.....	.0262	.03	.0038	14.5	.....	.....	.....	.....
Local, pick-up, per mile.....	.027	.03	.003	11.1	.....	.....	.....	.....

Class of service.	Foremen.				Helpers.			
	Rate.		Increase.		Rate.		Increase.	
	1912	1914	Amount.	Per cent.	1912	1914	Amount.	Per cent.
Yard, average day and night ¹ , per hour.....	\$0.38	\$0.39	\$0.01	2.6	\$0.35	\$0.36	\$0.01	2.9

¹ Includes work, construction, circus, and snowplow service.

Rates of pay of conductors and trainmen.¹

Class of service.	Conductors.		Flagmen.		Brakemen.		Baggagemen.	
	1912	1914	1912	1914	1912	1914	1912	1914
Passenger, per day.....	\$4.60	(²)	\$2.65	(²)	\$2.55	(²)	.....	.....
Excursion and nonrevenue, per day..	4.60	\$4.60	2.65	\$2.65	2.55	\$2.55	\$3.00	\$3.00
Through freight, cents per mile.....	4.00	³ 4.00	.....	.....	2.60	³ 2.67	.....	.....
Wrecking, cents per mile.....	4.00	4.00	.....	.....	2.60	2.67	.....	.....
Mine, cents per mile.....	4.20	4.50	2.74	3.00	2.62	3.00	.....	.....
Local pick-up, cents per mile.....	4.40	4.50	2.80	3.00	2.70	3.00	.....	.....
Regularly assigned passenger trainmen, monthly guaranty.....	.....	135.00	.....	78.00	.....	76.50	.....	82.50

Yard rates.							1912	1914
							Cents.	Cents.
Day foremen.....							37	38
Day helpers.....							34	35
Night foremen.....							39	40
Night helpers.....							36	37

Ten hours or less constitute a day; overtime paid pro rata on basis of actual minutes.

¹ Trainmen regularly assigned to excursion service receive a monthly guaranty, per month, of 26 days.
² Rates and accompanying conditions in effect prior to award apply to Nos. 9, 10, 11, 14, and south-end passenger runs; rates and accompanying conditions of the award, fixing a rate of 2.9 cents for conductors, 1.65 cents for flagmen, and 1.6 cents for brakemen, per mile, on runs of 155 miles or over, and a minimum day rate of \$4.50 for conductors, \$2.60 for flagmen, and \$2.55 for brakemen. On all passenger runs apply the following pools or sets of runs: Nos. 1 and 2, 12 and 13, Conneaut Branch, Hilliards Branch, and M. C. L. & F. Branch.

³ Includes work, construction, circus, and snowplow service.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in Article E of the award in terms of percentages.

BOSTON & ALBANY RAILROAD CO.

As a result of a decision of the board of arbitration, passenger conductors on this railroad had their rates of pay advanced approximately 8 per cent; assistant conductors, to 7 per cent; baggagemen, from 6.5 to 10 per cent; flagmen, from 4.9 to 7.6 per cent; and brakemen, from 6.7 to 9.3 per cent. In the through and irregular freight service conductors on a mileage basis secured an increase in rates of compensation of 10.2 per cent, and in local and pick-up freight service conductors received an increase of 13.2 per cent. Conductors in charge of milk trains had their daily and monthly minimum guarantees advanced 7.1 per cent on a standard mileage basis, on the basis of a minimum and monthly day 8.2 per cent. Brakemen on milk trains received advances in rates of pay of approximately 11 per cent, and flagmen of 7 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger:				
Standard, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2
Minimum allowance, per day.....	4.20	4.50	.30	7.1
Monthly guaranty, regularly assigned passenger trainmen, per month.....	125.00	135.00	10.00	8.0
In cases of emergency, regular men called for service, and in addition to their regular runs between trips will be paid following guaranty:				
One hour or less.....	.42	.45	.03	7.1
Over 1 hour and 5 hours or less.....	2.10	2.25	.15	7.1
Over 5 hours.....	4.20	4.50	.30	7.1
Freight:				
Through and irregular, ¹ per mile.....	.0363	2.04	.0037	10.2
Local, pick-up and drop, per day.....	3.975	4.50	.525	13.2
Milk:				
Rate per mile.....	.0268	.029	.0022	8.2
Daily, minimum.....	4.20	4.50	.30	7.1
Monthly minimum.....	109.20	117.00	7.80	7.1
Yard, average rate for groups 1 and 2, day and night, per hour...	.37	.38	.01	2.7

Class of service.	Assistant conductors.			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger:				
Standard, per mile.....	\$0.0215	\$0.023	\$0.0015	7.0
Minimum allowance, per day.....	3.35	3.57	.22	6.6
Monthly guaranty, regularly assigned passenger trainmen, per month.....	100.00	106.60	6.60	6.6
In cases of emergency, regular men called for service, and in addition to their regular runs between trips will be paid following guaranty:				
One hour or less.....	.33	.357	.027	8.2
Over 1 hour and 5 hours or less.....	1.65	1.785	.135	8.2
Over 5 hours.....	3.35	3.57	.22	6.6

¹ Runs of 100 miles or less not considered emergency.

² Includes work, construction, snowplow, circus, and wreck train service.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Baggagemen.			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger:				
Standard, per mile.....	\$0.0155	\$0.0165	\$0.001	6.5
Minimum allowance, per day.....	2.75	2.75	.00	0.0
Monthly guaranty, regularly assigned passenger trainmen, per month.....	75.00	82.50	7.50	10.0
In cases of emergency, regular men called for service, and in addition to their regular runs between trips will be paid following guaranty:				
One hour or less.....	.27	.275	.005	1.9
Over 1 hour and 5 hours or less.....	1.35	1.375	.025	1.9
Over 5 hours.....	2.75	2.75	.00	0.0
Class of service.	Rear trainmen (flagmen).			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger:				
Standard, per mile.....	\$0.01525	\$0.016	\$0.00075	4.9
Monthly guaranty, regularly assigned passenger trainmen, per month.....	72.50	78.00	5.50	7.6
Freight:				
Through and irregular, ¹ per mile.....	.02525	.0267	.00145	5.7
Local, pick-up and drop, per day.....	2.80	3.00	.20	7.1
Milk:				
Rate per mile.....	.018	.0193	.0013	7.2
Daily minimum.....	2.85	3.05	.20	7.0
Monthly minimum.....	74.10	79.30	5.20	7.0
Class of service.	Brakemen.			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger:				
Standard, per mile.....	\$0.015	\$0.016	\$0.001	6.7
Minimum allowance, per day.....	2.55	2.55	.00	0.0
Monthly guaranty, regularly assigned passenger trainmen, per month.....	70.00	76.50	6.50	9.3
In cases of emergency, regular men called for service, and in addition to their regular runs between trips will be paid following guaranty:				
One hour or less.....	.25	.25	.00	0.0
Over 1 hour and 5 hours or less.....	1.25	1.25	.00	0.0
Over 5 hours.....	2.55	2.575	.025	1.0
Freight:				
Through and irregular, ¹ per mile.....	.0242	.0267	.0025	10.3
Local, pick-up and drop, per day.....	2.70	3.00	.30	11.1
Milk:				
Rate per mile.....	.017	.0189	.0019	11.2
Daily minimum.....	2.75	3.05	.30	10.9
Monthly minimum.....	71.50	79.30	7.80	10.9
Yard, average rate for groups 1 and 2, day and night, per hour..	.34	.35	.01	2.9

¹ Runs of 100 miles or less, either straightaway or turn around, to be paid for as 100 miles.

² Includes work, construction, snowplow, circus, and wreck train service.

Rates of pay of conductors and trainmen.

Passenger service.	Standard rate per mile.		Minimum allowance per day.		Regularly assigned passenger trainmen, monthly guaranty.		Overtime per hour.	
	1910	1913	1910	1913	1910	1913	1910	1913
	<i>Cents.</i>	<i>Cents.</i>					<i>Cents.</i>	<i>Cents.</i>
Conductors.....	2.68	2.9	\$4.20	\$4.50	\$125.00	\$135.00	42	45
Assistant conductors.....	2.15	2.3	3.35	3.57	100.00	106.60	33	35.7
Baggagemen.....	1.55	1.65	2.75	2.75	75.00	82.50	25	27.5
Rear trainmen (flagmen).....	1.525	1.6	2.60	2.60	72.50	78.00	24	26
Brakemen.....	1.50	1.6	2.55	2.55	70.00	76.50	24	25.5

In cases of emergency regular men called for service and in addition to their regular runs between trips paid following guaranty:

Passenger service.	Conductors.		Assistant conductors.		Baggagemen.		Flagmen.		Brakemen.	
	1910	1913	1910	1913	1910	1913	1910	1913	1910	1913
One hour or less.....	\$0.42	\$0.45	\$0.33	\$0.357	\$0.27	\$0.275	.....	\$0.26	\$0.25	\$0.25
Over 1 hour and 5 hours or less.....	2.10	2.25	1.65	1.785	1.35	1.375	.....	1.30	1.25	1.255
Over 5 hours.....	4.20	4.50	3.35	3.57	2.75	2.75	.....	2.60	2.55	2.575

Freight service.				Through and irregular (per mile).		Local freight—pick-up and drop service (per day).	
				1910 ¹	1913 ¹	1910 ²	1913 ²
				<i>Cents.</i>	<i>Cents.</i>		
Conductors.....				3.63	4.00	\$3.975	\$4.50
Flagmen.....				2.525	2.67	2.80	3.00
Brakemen.....				2.42	2.67	2.70	3.00

Milk service.	Rate per mile.		Daily minimum.		Monthly minimum.	
	1910	1913	1910	1913	1910	1913
	<i>Cents.</i>	<i>Cents.</i>				
Conductor.....	2.68	2.90	\$4.20	\$4.50	\$109.20	\$117.00
Flagmen.....	1.80	1.93	2.85	3.05	74.10	79.30
Brakemen.....	1.70	1.89	2.75	3.05	71.50	79.30

Yard service.	Group 1.		Group 2.	
	1910	1913	1910	1913
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Day conductors.....	37	38	35	36
Day brakemen.....	34	35	32	33
Night conductors.....	39	40	37	38
Night brakemen.....	36	37	34	35

¹ Runs of 100 miles or less, either straightaway or turn-around, paid for as 100 miles.

² Mileage in excess of 100 miles in any day paid for in addition pro rata.

³ Includes work, construction, snowplow, circus, and wreck train service.

In all yards 10 hours or less constitutes a day's work; overtime computed for each employee on the basis of actual overtime worked or held for duty pro rata.

BOSTON & MAINE RAILROAD CO.

Passenger conductors working on the basis of a standard day of 155 miles were advanced 8.2 per cent as a result of the findings of the board of arbitration, while those working on assigned runs on a monthly guarantee received an increase in rates of pay of \$11 per month or 9.6 per cent. Through and irregular freight conductors had their rates of pay increased 10.2 per cent; and local or way freight conductors, 13.2 per cent.

Baggagemen on regularly assigned runs were allowed an increase of 11.6 per cent, or \$8 per month, while those working on a mileage basis received an increase of 6.5 per cent. Passenger brakemen on regularly assigned runs had their monthly guarantee increased \$6.90, or 10.7 per cent, and their mileage rate increased 6.7 per cent. Brakemen on through freight trains were advanced 10.3 per cent, and on local or way freight, 11.1 per cent. Flagmen in through freight and way freight service had their rates of pay increased 5.7 to 7.1 per cent, respectively.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger:				
Standard, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2
Standard, per day.....	4.20	4.50	.30	7.1
Regularly assigned passenger trainmen, monthly guaranty, 28 days.....	115.00	126.00	11.00	9.6
Freight:				
Through and irregular, per mile.....	.0363	.04	.0037	10.2
Way (75 miles or less), per mile.....	.03975	.045	.00525	13.2
Yard, average rate for groups 1, 2, and 3, day and night, per hour.....	.37	.38	.01	2.7
Emergency:				
One hour or less.....	.42	.45	.03	7.1
Over 1 hour, and 5 hours or less.....	2.10	2.25	.15	7.1
Over 5 hours.....	4.20	4.50	.30	7.1
Class of service.	Assistant conductors.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger:				
Standard, per mile.....	\$0.0215	\$0.023	\$0.0015	7.0
Standard, per day.....	3.35	3.57	.22	6.6
Regularly assigned passenger trainmen, monthly guaranty, 28 days.....	92.00	100.00	8.00	8.7
Emergency:				
One hour or less.....	.33	.357	.027	8.2
Over 1 hour, and 5 hours or less.....	1.65	1.785	.135	8.2
Over 5 hours.....	3.35	3.57	.22	6.6

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Baggagemen.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger:				
Standard, per mile.....	\$0.0155	\$0.0165	\$0.001	6.5
Standard, per day.....	2.75	2.75	.00	0.0
Regularly assigned passenger trainmen, monthly guaranty, 28 days.....	69.00	77.00	8.00	11.6
Emergency:				
One hour or less.....	.27	.275	.005	1.9
Over 1 hour, and 5 hours or less.....	1.35	1.375	.025	1.9
Over 5 hours.....	2.75	2.75	.00	0.0
Class of service.	Flagmen or rear brakemen.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Freight:				
Through and irregular, per mile.....	\$0.02525	\$0.0267	\$0.00145	5.7
Way (75 miles or less), per mile.....	.028	.03	.002	7.1
Class of service.	Brakemen.			
	Rate.		Increase.	
	1912	1913	Amount.	Per cent.
Passenger:				
Standard, per mile.....	\$0.015	\$0.016	\$0.001	6.7
Standard, per day.....	2.55	2.55	.00	0.0
Regularly assigned passenger trainmen, monthly guaranty, 28 days.....	64.50	71.40	6.90	10.7
Freight:				
Through and irregular, per mile.....	.0242	.0267	.0025	10.3
Way (75 miles or less), per mile.....	.027	.03	.003	11.1
Yard, average rate for groups 1, 2, and 3, day and night, per hour.....	.34	.35	.01	2.9
Emergency:				
One hour or less.....	.25	.255	.005	2.0
Over 1 hour, and 5 hours or less.....	1.25	1.275	.025	2.0
Over 5 hours.....	2.55	2.55	.00	0.0

Rates of pay of conductors and trainmen.

Passenger service.	Rate per mile.		Rate per day.				Hours per day.		Overtime per hour.		Minimum monthly (28 days) rates (exclusive of overtime).	
			1912		1913							
	1912	1913	Mile-age.	Rate.	Mile-age.	Rate.	1912	1913	1912	1913	1912	1913
Conductors.....	\$0.0268	\$0.029	157	\$4.20	155	\$4.50	10	10	\$0.42	\$0.45	\$115.00	\$126.00
Assistant conductors...	.0215	.023	157	3.35	155	3.57	10	10	.33	.357	92.00	100.00
Baggagemen.....	.0155	.0165	177	2.75	166	2.75	10	10	.27	.275	69.00	77.00
Flagmen or rear brakemen.....		.016			162	2.60	10	10	.25	.26		72.80
Brakemen.....	.015	.016	170	2.55	159	2.55	10	10	.25	.255	64.50	71.40

Rates of pay of conductors and trainmen—Continued.

Freight service. ¹	Rate per mile.	
	1912	1913
Through and irregular:		
Conductors.....	\$0.0363	\$0.04
Flagmen.....	.02525	.0267
Brakemen.....	.0242	.0267
Way freight: ¹		
Conductors.....	{ 2.03975 }	.045
Flagmen.....	{ 3.048 }	.03
Brakemen.....	{ 2.028 }	.03
	{ 3.036 }	
	{ 2.027 }	
	{ 3.0346 }	

Yard service (per hour).	Group 1.		Group 2.		Group 3.	
	1912	1913	1912	1913	1912	1913
Day conductors.....	\$0.37	\$0.38	\$0.36	\$0.37	\$0.35	\$0.36
Day brakemen.....	.34	.35	.33	.34	.32	.33
Night conductors.....	.39	.40	.38	.39	.37	.38
Night brakemen.....	.36	.37	.35	.36	.34	.35

Emergency service.	One hour or less.		Over 1 hour and 5 hours or less.		Over 5 hours.	
	1912	1913	1912	1913	1912	1913
Conductors.....	\$0.42	\$0.45	\$2.10	\$2.25	\$4.20	\$4.50
Assistant conductors.....	.33	.357	1.65	1.785	3.35	3.57
Baggagemen.....	.27	.275	1.35	1.375	2.75	2.75
Flagmen or rear brakemen.....		.26		1.30		2.60
Brakemen.....	.25	.255	1.25	1.275	2.55	2.55

¹ 10 hours constitute a day's work (1912).² 75 miles or less.³ Rate per additional mile over 75 miles.

BUFFALO, ROCHESTER & PITTSBURGH RAILWAY CO.

Passenger conductors, as the result of this arbitration, received increases in rates of pay ranging from 7.1 to 8.2 per cent. In through freight service advances in rates of pay to conductors amounted to 10.2 per cent, in local and pick-up freight service to 13.2 per cent, and in mine-run service to 24 per cent.

Passenger flagmen, on a standard mileage basis, were advanced 5.3 per cent and on the basis of a minimum monthly guaranty 7.6 per cent. On through freight trains they had their rates of pay increased 5.7 per cent, on local and pick-up freight trains 7.1 per cent, and in mine-run service 18.8 per cent.

Rates to brakemen in passenger service were from 6.3 to 9.3 per cent greater after the award of the arbitration board. Brakemen on through freight trains had their rates of pay advanced 5.7 per cent, in local and pick-up freight train 7.1 per cent, and in mine-run service 24 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger, ¹ standard runs (1913, 155 miles or over), per mile....	\$0.0268	\$0.029	\$0.0022	8.2
Emergency service:				
1 hour or less.....	.42	.45	.03	7.1
More than 1 hour and less than 5 ²	2.10	2.25	.15	7.1
Over 5 hours.....	4.20	4.50	.30	7.1
Regularly assigned passenger-train men, monthly guaranty.....	125.00	135.00	10.00	8.0
Freight, through and irregular, work, construction, and wreck train service ³ (snowplow and circus, 1910), per mile.....	.0363	.04	.0037	10.2
Helvetia, ⁴ Iselin, Lucerne, Vintondale, and mine-run trains of similar class (1910), mine service (1913), per mile.....	.0363	.045	.0087	24.0
Local freight, pick-up, and drop service: Le Roy run, Warsaw run, Rochester, Le Roy, Du Bois, Curwensville, and East Salamanca-Freeman runs, per day.....	3.975	4.50	.525	13.2
Through freight crews required to pick up or set off cars, load or unload freight at more than 4 points on any division (local freight rates), per day.....	3.975	4.50	.525	13.2

Class of service.	Flagmen.			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger, ¹ standard runs (1913, 155 miles or over), per mile...	\$0.0152	\$0.016	\$0.0008	5.3
Emergency service:				
1 hour or less.....	.24	.26	.02	8.3
More than 1 hour and less than 5 ²	1.20	1.30	.10	8.3
Regularly assigned passenger-train men, monthly guaranty.....	72.50	78.00	5.50	7.6
Freight, through and irregular, work, construction, and wreck train service ³ (snowplow and circus, 1910), per mile.....	.02525	.0267	.00145	5.7
Helvetia, ⁴ Iselin, Lucerne, Vintondale, and mine-run trains of similar class (1910), mine service (1913), per mile.....	.02525	.03	.00475	18.8
Local freight, pick-up, and drop service: Le Roy run, Warsaw run, Rochester, Le Roy, Du Bois, Curwensville, and East Salamanca-Freeman runs, per day.....	2.80	3.00	.20	7.1
Through freight crews required to pick up or set off cars, load or unload freight at more than 4 points on any division (local freight rates), per day.....	2.80	3.00	.20	7.1

Class of service.	Brakemen.			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Passenger, ¹ standard runs (1913, 155 miles or over), per mile....	\$0.015	\$0.016	\$0.001	6.7
Emergency service:				
1 hour or less.....	.24	.255	.015	6.3
More than 1 hour and less than 5 ²	1.20	1.275	.075	6.3
Over 5 hours.....	2.55	2.55	.00	.0
Regularly assigned passenger-train men, monthly guaranty.....	70.00	76.50	6.50	9.3
Freight, through and irregular, work, construction, and wreck train service ³ (snowplow and circus, 1910), per mile.....	.0242	.0267	.0025	10.3
Helvetia, ⁴ Iselin, Lucerne, Vintondale, and mine-run trains of similar class (1910), mine service (1913), per mile.....	.0242	.03	.0058	24.0
Local freight, pick-up, and drop service: Le Roy run, Warsaw run, Rochester, Le Roy, Du Bois, Curwensville, and East Salamanca-Freeman runs, per day.....	2.70	3.00	.30	11.1
Through freight crews required to pick up or set off cars, load or unload freight at more than 4 points on any division (local freight rates), per day.....	2.70	3.00	.30	11.1

¹ These rates (1913) to obtain whenever the miles made at such rates in a day amount to a greater sum than the minimum day rates awarded.

² Service in excess of 100 miles not considered as emergency service.

³ Not specifically mentioned in 1913 rate schedule.

⁴ Assumed to be mine runs.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Foremen.			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Yard service: Average rate for groups 1, 2, and 3, day and night, per hour	\$0.37	\$0.38	\$0.01	2.7

Class of service.	Helpers.			
	Rate.		Increase.	
	1910	1913	Amount.	Per cent.
Yard service: Average rate for groups 1, 2, and 3, day and night, per hour	\$0.34	\$0.35	\$0.01	2.9

Rates of pay of conductors and trainmen.

Class of service or run.	Conductors.		Assistant conductors.		Baggagemen.		Flagmen.		Brakemen.	
	1910	1913	1910	1913	1910	1913	1910	1913	1910	1913
Standard (1913, 155 miles or over), ¹ per mile	\$0.0268	\$0.029	.....	\$0.023	.....	\$0.0165	\$0.0152	\$0.016	\$0.015	\$0.016
Emergency service:										
1 hour or less .....	.42	.45	.....	.....	.....	.275	.24	.26	.24	.255
More than 1 hour and less than 5 ²	2.10	2.25	.....	.....	.....	1.375	1.20	1.30	1.20	1.275
Over 5 hours	4.20	4.50	.....	.....	.....	2.75	2.65	2.60	2.55	2.55
Minimum, day ³	4.20	.....	.....	.....	.....	.....	2.65	.....	2.55	.....
Regularly assigned passenger trainmen, monthly guaranty, month	125.00	135.00	.....	.....	.....	82.50	72.50	78.00	70.00	76.50
Runs of less than 155 miles, day .....	.....	4.50	.....	3.57	.....	2.75	.....	2.60	.....	2.55
OVERTIME RATES.										
Excess mileage (1913, after 7 hours 45 minutes), 20 miles per hour .....	.42	4.45	.....	.357	.....	⁵ .275	.24	⁶ .26	.24	7.255
Short-turn runs, not less than 80 miles (overtime after 8 hours) .....	.42	.45	.....	.357	.....	.275	.24	.26	.24	.255

¹ These rates (1913) obtain whenever the miles made at such rates in a day amount to a greater sum than the minimum day rates awarded.

² Service in excess of 100 miles not considered emergency service.

³ Effective only when amounting to greater sum than at mileage rate.

⁴ After 155 miles.

⁵ After 166 miles.

⁶ After 162 miles.

⁷ After 169 miles.

Rates of pay of conductors and trainmen—Continued.

Class of run or service.	Conductors.		Flagmen.		Brakemen.	
	1910	1913	1910	1913	1910	1913
Through and irregular work, construction and wreck train service (snowplow and circus, 1910 ¹), per mile.....	\$0.0363	\$0.04	\$0.02525	\$0.0267	\$0.0242	\$0.0267
Helvetia, Iselin, Lucerne, Vintondale, and mine-run trains of similar class (1910), mine service (1913), per mile.....	.0363	.045	.02525	.03	.0242	.03
Local freight, pick-up and drop service, Le Roy run, Warsaw run, Rochester, Le Roy, Dubois, Curwensville, and East Salamanca-Freeman runs, per day.....	3.975	² 4.50	2.80	² 3.00	2.70	² 3.00
Through freight crews required to pick up or set off cars, load or unload freight of more than four points on any division (local freight rates), ³ per day.....	3.975	4.50	2.80	3.00	2.70	3.00
OVERTIME RATES. ³						
Through and irregular, work and construction, and wreck-train service, per hour.....	.363	.40	.2525	.267	.242	.267
Mine runs (including those marked), per hour.....	.363	.45	.2525	.30	.242	.30
Local freight, pick-up and drop, and included runs, per hour.....		.45		.30		.30

Yard service.	Group 1.		Group 2.		Group 3.	
	1910	1913	1910	1913	1910	1913
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Day foremen, per hour.....	37	38	36	37	35	36
Night foremen, per hour.....	39	4	38	39	37	38
Day helpers, per hour.....	34	35	33	34	32	33
Night helpers, per hour.....	36	37	35	36	34	35

In all yards 10 hours or less constitutes a day's work; overtime computed for each employee on basis of actual overtime worked or held for duty, pro rata.

¹ Not specifically mentioned in 1913 rate schedule.

² Figures for 1913, originally given on the mileage basis of pay, have been converted into daily basis by use of accompanying rule that "in all road service, other than passenger service, 100 miles or less constitute a day's work." (Art. 1, 1913-14.)

³ Basic rates: Conductors, 4.5 cents per mile; flagmen, 3 cents per mile; brakemen, 3 cents per mile. Figures obtained by application of general rule that overtime is paid after 10 hours at rate of 10 miles per hour.

CENTRAL NEW ENGLAND RAILWAY CO.

Increases in rates of pay in passenger service from the application of the award of the arbitration board on this railway ranged from 6.5 per cent in the case of baggagemen to 8.2 per cent in the case of conductors, computed on the basis of a standard day of 155 miles. Passenger trainmen in regularly assigned monthly service received no advances in rates of pay which obtained prior to the award.

Conductors in through and irregular freight and regular freight service had their rates of compensation increased 10.2 per cent, and on local and pick-up freight trains 13.2 per cent. Yard conductors received an advance of 2.7 per cent.

Brakemen employed on through and irregular, work and construction, and freight trains were allowed an increase in rates of pay of 10.3 per cent, and in local and pick-up service 11.1 per cent. Yard brakemen, as in the case of conductors, were given an increase of 1 cent an hour, which was equivalent to an advance of 2.9 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger, per mile...	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0155	\$0.0165	\$0.001	6.5
Regularly assigned passenger trainmen, monthly guaranty, per 28 days.....	115.00	115.00	.00	.0	69.00	69.00	.00	.0
Through and irregular freight, per mile.....	.0363	.04	.0037	10.2	.....	.....	.....	.....
Local and pick-up freight, per mile.....	.03975	.045	.00525	13.2	.....	.....	.....	.....
Work, construction, on wreck train, ¹ per mile.....	.0363	.04	.0037	10.2	.....	.....	.....	.....
Yard service, average rate for groups 1, 2, and 3, day and night, per hour.....	.37	.38	.01	2.7	.....	.....	.....	.....

Class of service.	Flagmen.				Brakemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger, per mile.....	.....	.....	.....	.....	\$0.015	\$0.016	\$0.001	6.7
Regularly assigned passenger trainmen, monthly guaranty, per 28 days.....	.....	.....	.....	.....	64.50	64.50	.00	.0
Through and irregular freight, per mile.....	\$0.02525	\$0.0267	\$0.00145	5.7	.0242	.0267	.0025	10.3
Local and pick-up freight, per mile.....	.028	.03	.002	7.1	.027	.03	.003	11.1
Work, construction, on wreck train, ¹ per mile.....	.02525	.0267	.00145	5.7	.0242	.0267	.0025	10.3
Yard service, average rate for groups 1, 2, and 3, day and night, per hour.....	.....	.....	.....	.....	.34	.35	.01	2.9

¹ Includes snowplow service, 1910.

Rates of pay of conductors and trainmen.

Class of service.	Conductors.		Baggagemen.		Flagmen.		Brakemen.	
	1910	1913	1910	1913	1910	1913	1910	1913
Passenger, per mile.....	\$0.0268	\$0.029	\$0.0155	\$0.0165	.....	\$0.016	\$0.015	\$0.016
Regularly assigned passenger trainmen, monthly guaranty, per 28 days.....	¹ 115.00	115.00	² 69.00	69.00	.....	64.50	³ 64.50	64.50
Through and irregular freight, per mile.....	.0363	.04	.....	.....	\$0.02525	.0267	.0242	.0267
Local and pick-up freight, per mile.....	.03975	.045	.....	.....	.028	.03	.027	.03
Work, construction, or wreck train, ⁴ per mile.....	.0363	.04	.....	.....	.02525	.0267	.0242	.0267

¹ Mileage allowance per day, 157.

² Mileage allowance per day, 177.

³ Mileage allowance per day, 170.

⁴ Includes snowplow service, 1910.

Rates of pay of conductors and trainmen—Continued.

Class of service.	Conductors.		Baggagemen.		Flagmen.		Brakemen.	
	1910	1913	1910	1913	1910	1913	1910	1913
OVERTIME.								
Passenger, per hour.....	\$0.42	\$0.45	\$0.27	\$0.275	.....	\$0.26	\$0.25	\$0.255
Freight:								
Through, per hour.....	.363	.40	.....	.....	\$0.2525	.267	.242	.267
Local, per hour.....	.3975	.45	.....	.....	.28	.30	.27	.30
YARD SERVICE (10 HOURS).								
Group 1:								
Day, per hour.....	.37	.38	.....	.....	.....	.....	.34	.35
Night, per hour.....	.39	.40	.....	.....	.....	.....	.36	.37
Group 2:								
Day, per hour.....	.36	.37	.....	.....	.....	.....	.33	.34
Night, per hour.....	.38	.39	.....	.....	.....	.....	.35	.36
Group 3:								
Day, per hour.....	.35	.36	.....	.....	.....	.....	.32	.33
Night, per hour.....	.37	.38	.....	.....	.....	.....	.34	.35

NOTE.—Increases in 1913 over 1910 for services not specified are shown in Article E of the award, in terms of percentages.

CHICAGO, INDIANAPOLIS & LOUISVILLE RAILWAY CO.

The application of the award of the arbitration board to this railway resulted in the usual increase of 8 per cent to passenger conductors and 10.2 per cent to conductors employed on through and irregular freight, work, construction, and wreck trains.

Passenger brakemen working on a monthly guaranty secured an advance of 9.3 per cent and those working on a mileage basis were allowed 6.7 per cent. Brakemen in freight service obtained an increase in rates of pay of 10.3 per cent as the result of the arbitration award.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0155	\$0.0165	\$0.001	6.5
Regularly assigned trainmen; monthly guaranty.....	125.00	135.00	10.00	8.0	.....	.....	.....	.....
Through or irregular freight, work, construction, wreck, or circus train service, per mile.....	.0363	.04	.0037	10.2	.....	.....	.....	.....
Yard service, average rate for groups 1 and 2, day and night, per hour.....	.375	.385	.01	2.7	.....	.....	.....	.....

¹ Runs of 100 miles or less, either straightaway or turn-around, paid as 100 miles.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Flagmen or rear brakemen.				Brakemen.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.....	\$0.015	\$0.016	\$0.001	6.7	\$0.015	\$0.016	\$0.001	6.7
Regularly assigned trainmen; monthly guaranty.....	70.00	78.00	8.00	11.4	70.00	76.50	6.50	9.3
Through or irregular freight, work, construction, wreck, or circus train service, per mile ¹.....					.0242	.0267	.0025	10.3
Yard service, average rate for groups 1 and 2, day and night, per hour.....					.345	.355	.01	2.9

¹ Runs of 100 miles or less, either straightaway or turn-around, paid as 100 miles.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

Rates of pay of conductors and trainmen.

Class of service.	Rate (per mile).		Runs of less than 155 miles, minimum rate (per day).	Regularly assigned trainmen (monthly guarantee).		Overtime (per hour).	
	1911	1913	1913	1911	1913	1911	1913
Passenger:						<i>Cents.</i>	<i>Cents.</i>
Conductors.....	\$0.0268	\$0.029	\$4.50	\$125.00	\$135.00	42	45
Assistant conductors or collectors.....		.023	3.57				35.7
Baggagemen.....	.0155	.0165	2.75		\$2.50	25	27.5
Flagmen or rear brakemen.....	.0150	.0160	2.60	70.00	78.00		26
Brakemen.....	.0150	.0160	2.55	70.00	76.50	24	25.5

	Rate (per mile).		Local freight.	
	1911	1913	1911 (per day).	1913 (per mile).
Through or irregular freight, work, construction, wreck, or circus train service: ¹				
Conductors.....	\$0.0363	\$0.04	\$3.975	\$0.045
Flagmen.....		.0267	2.80	.03
Brakemen.....	.0242	.0267	2.70	.03
	Group 1 (per hour).		Group 2 (per hour).	
	1911	1913	1911	1913
Yard service: ²				
Day conductors.....	\$0.37	\$0.38	\$0.36	\$0.37
Day brakemen.....	.34	.35	.33	.34
Night conductors.....	.39	.40	.38	.39
Night brakemen.....	.36	.37	.35	.36

¹ Runs of 100 miles or less, either straightaway or turn around, paid as 100 miles.

² In all yards 10 hours or less constitutes a day's work. Overtime paid pro rata, actual minutes counted.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

CHICAGO, INDIANA & SOUTHERN RAILROAD CO.

The increase in rates of pay as the outcome of the arbitration award amounted, in the case of this road, to approximately 8 per cent for passenger conductors, 10 per cent for conductors on through freight, 13 per cent for conductors on way freight, and 2.6 to 2.7 per cent for yard conductors. Baggage men employed on the basis of a monthly guaranty had their monthly rate increased 10 per cent, while those on a mileage basis secured an advance of 6.5 per cent. Brakemen in passenger service were allowed an increase in rates of pay ranging from 6.7 to 9.3 per cent. In through freight service the advances granted to brakemen were 10.3 per cent and in way freight 11.1 per cent. Yard brakemen received an advance of 1 cent an hour, or 2.9 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggage men.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0155	\$0.0165	\$0.001	6.5
Regularly assigned passenger trainmen, monthly guaranty.....	125.00	135.00	10.00	8.0	75.00	82.50	7.50	10.0
Through freight, standard, per mile..	.0363	.04	.0037	10.2				
Work or construction, standard, per mile..	2.0384	.04	.0016	4.2				
Way freight, standard, per mile.....	.03975	.045	.00525	13.2				
Yardmen, average rate, day and night:								
Kankakee yard, per hour.....	.38	.39	.01	2.6				
Streator and North Judson yard, per hour..	.37	.38	.01	2.7				
Class of service.	Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.....	\$0.015	\$0.016	\$0.001	6.7				
Regularly assigned passenger trainmen, monthly guaranty.....	70.00	76.50	6.50	9.3				
Through freight, standard, per mile..	.0242	.0267	.0025	10.3				
Work or construction, standard, per mile..	2.0254	.0267	.0013	5.1	2\$0.0254	\$0.0267	\$0.0013	5.1
Way freight, standard, per mile.....	.027	.03	.003	11.1				
Yardmen, average rate, day and night:								
Kankakee yard, per hour.....	.35	.36	.01	2.9				
Streator and North Judson yard, per hour..	.34	.35	.01	2.9				

¹ Same rates apply to construction and work trains.

² Through freight rates with \$3.84 and \$2.54 as daily minimum.

Rates of pay of conductors and trainmen.

Class of service.	Standard rates per mile.		Regularly assigned passenger trainmen, monthly guaranty.		Special Sunday rates between Streator and South Bend.		Hourly over-time rates.		Hours per day, 1911-1913.
	1911	1913	1911	1913	1911	1913	1911	1913	
Passenger:									
Conductors.....	\$0.0268	\$0.029	\$125.00	\$135.00	\$8.00	.....	\$0.42	\$0.45	20 miles per hour.
Assistant conductors.....		.023						.357	Do.
Baggagemen.....	.0155	.0165	75.00	82.50			.25	.275	Do.
Brakemen.....	.015	.016	70.00	76.50	4.25		.24	.255	Do.
Flagmen.....		.016		78.00				.260	Do.

Class of service.	Standard rates per mile.		Hours per day, 1911-1913.
	1911	1913	
Through freight:			
Conductors.....	\$0.0363	¹ \$0.04	10 hours, 10 miles per hour.
Baggagemen.....			Do.
Brakemen.....	.0242	.0267	Do.
Flagmen.....		.0267	Do.
Work or construction:			
Conductors.....	² .0384	.04	Do.
Brakemen and flagmen.....	² .0254	.0267	Do.
Way freight:			
Conductors.....	³ .03975	.045	Do.
Brakemen.....	³ .027	.03	Do.

Class of service.	Kankakee yard, per hour.		Streator and North Judson yard, per hour.	
	1911	1913	1911	1913
Yardmen:				
Day conductors.....	\$0.37	\$0.38	\$0.36	\$0.37
Day brakemen.....	.34	.35	.33	.34
Night conductors.....	.39	.40	.38	.39
Night brakemen.....	.36	.37	.35	.36

¹ Same rates apply to construction and work trains.² Through freight rates with \$3.84 and \$2.54 as daily minimum.³ Per day or 100 miles.

CINCINNATI, HAMILTON & DAYTON RAILWAY CO.

On the Cincinnati, Hamilton & Dayton Railway the increases in rates of pay in passenger and yard service approximated the general advance granted by the board of arbitration. In through and irregular freight and construction service the rates of pay to conductors and brakemen were slightly more than 10 per cent higher after the arbitration award than they were before. On specified runs advances in rates as a result of the arbitration were made to conductors, baggage-men, and trainmen, ranging from 4.8 to 10.3 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger, standard, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0155	\$0.0165	\$0.0010	6.5
Freight:								
Through and irregular and construction service, per mile.....	.0363	¹ .04	.0037	10.2				
Local freight, per mile.....	.03975	.045	.00525	13.2				
Specified runs:								
Ironton and Wellston (mixed), per mile....	.0363	.04	.0037	10.2	.025	.027	.002	8.0
Dayton and Mandale Junction (passenger), per mile.....	.025	.0275	.0025	10.0	.0145	.0154	.0009	6.2
Ohio River branch (passenger), per mile.....	.025	.0275	.0025	10.0	.0145	.0154	.0009	6.2
Findlay branch (mixed) per day.....	4.15	4.49	.34	8.2	2.80	2.98	.18	6.4
Middletown branch (mixed), per day.....	4.20	4.50	.30	7.1				
Bowling Green branch (mixed), per month..	105.00	113.61	8.61	8.2	70.00	74.48	4.48	6.4

Class of service.	Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger, standard, per mile.....	\$0.015	\$0.016	\$0.001	6.7				
Freight:								
Through and irregular and construction service, per mile.....	.0242	¹ .0267	.0025	10.3				
Local freight, per mile.....	.0270	.03	.0030	11.1	\$0.0280	\$0.03	\$0.0020	7.1
Specified runs:								
Ironton and Wellston (mixed), per mile.....	.0242	.0267	.0025	10.3				
Dayton and Mandale Junction (passenger), per mile.....	.014	.0149	.0009	6.4				
Ohio River branch (passenger), per mile.....	.014	.0149	.0009	6.4				
Findlay branch (mixed), per day.....	2.70	2.83	.13	4.8				
Middletown branch (mixed), per day.....	2.55	2.81	.26	10.2				
Bowling Green branch (mixed), per month....	67.00	70.28	3.28	4.9				
Connersville helper, per hour.....	.22	.24	.02	9.1				

Class of service.	Foremen.				Helpers.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Freight:								
Average rate for groups 1 and 2, day and night, per hour.....	\$0.3775	\$0.385	\$0.0075	2.0	\$0.3475	\$0.355	\$0.0075	2.2

¹ Rates given for 1913 also apply to work, snowplow, circus, and wreck train service.

Rates of pay of conductors and trainmen.

Class of service.	Standard rate per mile.		Runs of less than 155 miles; minimum rate per day.	Regularly assigned passenger trainmen; monthly guaranty.	Overtime per hour.	
	1910	1913	1913	1913	1910	1913
Through and irregular freight and construction:						
Conductors.....	¹ \$0.0363	¹ \$0.04			(¹)	(¹)
Flagmen.....		¹ .0267				
Brakemen.....	¹ .0242	^{1, 2} .0267				
Local freight:						
Conductors.....	³ .03975	¹ .045				
Flagmen.....	³ .0280	¹ .03			(³)	(¹)
Brakemen.....	³ .0270	¹ .03				
Passenger service:						
Conductors.....	.0268	.029	\$4.50	\$135.00	\$0.42	\$0.45
Baggagemen.....	.0155	.0165	2.75	82.50	.25	.275
Brakemen.....	.0150	.016	2.55	76.50	.24	.255
Assistant conductors.....		.023	3.57			.357
Flagmen or rear brakemen.....		.016	2.60	78.00		.26

		Rates of pay per hour. ⁴			
		Group 1.		Group 2.	
		1910 ⁵	1913	1910	1913
Yard service:					
Day foremen.....		\$0.375	\$0.38	\$0.36	\$0.37
Night foremen.....		.395	.40	.38	.39
Day helper.....		.345	.35	.33	.34
Night helper.....		.365	.37	.35	.36

Specified runs.	Conductors.		Baggagemen.		Brakemen.		Overtime.	
	1910	1913	1910	1913	1910	1913	1910	1913
Ironton and Wellston (mixed), per mile.	\$0.0363	\$0.04	\$0.025	\$0.027	\$0.0242	\$0.0267	.....
Dayton and Mandale Junction (passenger), per mile.	.025	.0275	.0145	.0154	.0140	.0149	.....
Ohio River branch (passenger), per mile.	.025	.0275	.0145	.0154	.014	.0149	.....
Findlay branch (mixed), per day.	4.15	4.49	2.80	2.98	2.70	2.83	After 12 hours.	Art. 1.
Middletown branch (mixed), per day.	4.20	4.50	.....	2.81	2.55	2.81	.....	Do.
Bowling Green branch (mixed), per month.	105.00	113.61	70.00	74.48	67.00	70.28	After 13 hours.	Do.
Connersville helper, per hour.	.33	.....	.....	.....	.22	.24	.....

¹ Runs of 100 miles or less, either straightaway or turn-around, paid as 100 miles.² Rates given for 1913 also apply to work, snowplow, circus, and wreck-train service.³ Mileage in excess of 100 miles paid for in addition pro rata.⁴ 10 hours or less constitute a day's work. Overtime computed on actual time worked or held for duty, pro rata.⁵ Average rate.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

CINCINNATI NORTHERN RAILROAD CO.

Conductors and brakemen in through freight service on this railroad secured advances of approximately 10 per cent in rates of pay per mile. In local freight service the increase in rates of pay per day as the result of the arbitration was as follows:

Class of employees.	Amount.	Per cent.
	<i>Cents.</i>	
Conductors.....	50	13.3
Brakemen.....	28	11.2
Foremen.....	28	10.8

In work or construction train service the conductors and brakemen received approximately a 10 per cent advance in rates of pay, and on wreck trains conductors were increased 10 per cent and brakemen 15.6 per cent on a mileage basis of payment.

The increases in yard rates per hour as the result of the arbitration were approximately 3 per cent. In passenger service conductors' rates of pay were 8.1 per cent higher after the award of the arbitration board and brakemen 6.9 per cent higher.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Brakemen.	
	Rate.		Increase.		Rate.	
	1910-11	1914	Amount.	Per cent.	1910-11	1914
Passenger service on runs not otherwise specified, per mile.....	¹ \$0.0248	\$0.0268	\$0.002	8.1	² \$0.0145	\$0.0155
Freight:						
Through, per mile.....	.035	.0385	.0035	10.0	.0235	.0259
Local between—						
Van Wert and Hudson, per day....	3.75	4.25	.50	13.3	2.50	2.78
Van Wert and Lewisburg, per day....	3.75	4.25	.50	13.3	2.50	2.78
Lewisburg and Franklin, ³ per day....	3.65	4.13	.48	13.2	2.45	2.72
Jackson and Hudson, ³ per day....	3.65	4.13	.48	13.2	2.45	2.72
Work or construction, per mile.....	.035	.0385	.0035	10.0	.0235	.0259
Wreck trains, per mile.....	.035	.0385	.0035	10.0	.0224	.0259
Yard average, day and night, per hour.....	⁴ .33	⁵ .34	.01	3.0	⁴ .30	⁵ .31

Class of service.	Brakemen.		Foremen.			
	Increase.		Rate.		Increase.	
	Amount.	Per cent.	1910-11	1914	Amount.	Per cent.
Passenger service on runs not otherwise specified, per mile.....	\$0.0010	6.9				
Freight:						
Through, per mile.....	.0024	10.2				
Local between—						
Van Wert and Hudson, per day....	.28	11.2	\$2.60	\$2.88	\$0.28	10.8
Van Wert and Lewisburg, per day....	.28	11.2	2.60	2.88	.28	10.8
Lewisburg and Franklin, per day ³....	.27	11.0	2.55	2.82	.27	10.6
Jackson and Hudson, per day ³....	.27	11.0	2.55	2.82	.27	10.6
Work or construction, per mile.....	.0024	10.2				
Wreck trains, per mile.....	.0035	15.6				
Yard average, day and night, per hour.....	.01	3.3				

¹ With the following exceptions in 1910: (a) Clarks Lake run, 3 round trips daily between Hudson and Jackson, \$120 per month; (b) Celina and Paulding run, \$85 per month.

² With the following exceptions in 1910: (a) Clarks Lake run, 3 round trips between Hudson and Jackson daily, \$75 per month; (b) Celina and Paulding run, \$60 per month.

³ Round trip.

⁴ 1910.

⁵ 1913.

Rates of pay of conductors and trainmen.

Class of service or run.	Conductors.		Baggage-men.	Flag-men or rear brakemen.	Brakemen.		Foremen.	
	1910-11	1914	1910-11	1914	1910-11	1914	1910-11	1914
PASSENGER.								
Service or runs not otherwise specified:								
Per mile.....	¹ \$0.0248	\$0.0268		\$0.0155	² \$0.0145	\$0.0155		
Per month.....			² \$42.50					
Runs of less than 155 miles (1914), minimum rates, per day.....		4.15		2.51		2.46		
Regularly assigned passenger trainmen, monthly guaranty.....		124.50		75.30		73.80		
FREIGHT.								
Through, per mile.....	.035	.0385		.0259	.0235	.0259		
Local:								
Between Van Wert and Hudson, per day.....	3.75	4.25			2.50	2.78	\$2.60	\$2.88
Between Van Wert and Lewisburg, per day.....	3.75	4.25			2.50	2.78	2.60	2.88
Between Lewisburg and Franklin, ³ per day.....	3.65	4.13			2.45	2.72	2.55	2.82
Between Jackson and Hudson, ³ per day.....	3.65	4.13			2.45	2.72	2.55	2.82
Work or construction, per mile.....	.035	.0385			.0235	.0259		
Wreck trains:								
Per mile.....	⁴ .0335	.0385			⁴ .0224	.0259		
Per hour.....	⁴ .335				⁴ .224			
OVERTIME PAY.								
Standard passenger, per hour.....	.35	.38	.21		.20	.21		

Class of employees.	Rate per hour.	
	1910	1913
YARD SERVICE.		
Day conductor.....	\$0.32	\$0.33
Day brakemen.....	.29	.30
Night conductor.....	.34	.35
Night brakemen.....	.31	.32

¹ With the following exceptions in 1910: (a) Clarks Lake run, three round trips daily between Hudson and Jackson, \$120 per month, no overtime; (b) Celina and Paulding run, \$85 per month.

² With the following exceptions in 1910: (a) Clarks Lake run, three round trips between Hudson and Jackson daily, \$75 per month; (b) Celina and Paulding run, \$60 per month.

³ Round trip.

⁴ 1910 schedule: Mileage rates to and from wreck, hourly rates for time at wreck.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

CLEVELAND, CINCINNATI, CHICAGO & ST. LOUIS RAILWAY CO.

Rates paid to passenger conductors in all branches of passenger service on this road were increased approximately 8 per cent by the award of the arbitration board. On through freight trains the advance in rates of pay to conductors was 10.2 per cent; and in local freight service, 13.2 per cent.

On a mileage basis baggagemen had their rates of pay advanced 6.5 per cent, and on the basis of a monthly guaranty they secured an increase of \$7.50 a month, or 10 per cent.

Passenger brakemen working on a monthly guaranty were advanced \$6.50, or 9.3 per cent, while those on a mileage basis had their rates increased 6.7 per cent. On through freight, work, construction, and wreck trains brakemen had their rates of pay increased 10.3 per cent, and on local freight 11.1 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger:								
Runs not otherwise specified, per mile..	\$0.0268	¹ \$0.029	\$0.0022	8.2	\$0.0155	\$0.0165	\$0.0010	6.5
Regularly assigned trainmen, monthly guaranty.....	125.00	135.00	10.00	8.0	75.00	\$2.50	7.50	10.0
Through freight, work, construction, wreck and circus train service, per mile ².....	.0363	.04	.0037	10.2	.....	.....	.....	.....
Local freight, per day....	3.975	4.50	.525	13.2	.....	.....	.....	.....
Yards, average rate for groups 1 and 2, day and night, per hour.....	.375	.385	.01	2.7	.....	.....	.....	.....
Passenger, specified runs:								
Sharon - Cincinnati and Middletown-Cincinnati, per day..	4.20	4.50	.30	7.1	2.75	2.75	.00	0.0
Mount Gilead Short Line, per month....	100.00	108.00	8.00	8.0	.....	.....	.....	.....
Aurora - Cincinnati lines, Nos. 232-233, per month.....	100.00	108.00	8.00	8.0	.....	.....	.....	.....
Aurora - Cincinnati run, Nos. 231-230, including switching at North Bend, per day.....	4.20	4.50	.30	7.1	2.75	2.75	.00	0.0
Runs between Lawrenceburg Junction and Aurora, including switching at Lawrenceburg and Aurora, per month..	110.00	118.80	8.80	8.0	.....	.....	.....	.....
Columbus, Indianapolis, and Greensburg runs (brakemen handle baggage), per month....	100.00	108.00	8.00	8.0	.....	.....	.....	.....
Alton Flyer (brakemen handle baggage), per month.... ³	110.00	118.80	8.80	8.0	.....	.....	.....	.....
Alton plug run, per month.....	100.00	108.00	8.00	8.0	.....	.....	.....	.....
Urbana-Peoria accommodation, per month.....	115.00	124.20	9.20	8.0	.....	.....	.....	.....
Through freight, specified runs:								
Findlay branch, per month.....	100.00	110.10	10.10	10.1	.....	.....	.....	.....
F. F. & M. branch, per month.....	110.00	121.10	11.10	10.1	.....	.....	.....	.....
Vincennes branch, run between Vincennes and St. Francesville, per month.....	100.00	110.10	10.10	10.1	.....	.....	.....	.....
Mount Carmel-Vincennes run, per month.....	105.00	115.60	10.60	10.1	.....	.....	.....	.....

¹ These rates to obtain whenever the miles made at these rates in a day amount to a greater sum than the minimum day rates of \$4.50 for conductors, \$2.75 for baggagemen, and \$2.55 for brakemen, awarded in passenger service.

² Runs of 100 miles or less either straightaway or turn around, paid as 100 miles.

³ Two round trips per day between Alton and East St. Louis.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Brakemen.				Foremen.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger:								
Runs not otherwise specified, per mile.	\$0.015	\$0.016	\$0.001	6.7				
Regularly assigned trainmen, monthly guaranty.	70.00	76.50	6.50	9.3				
Through freight, work, construction, wreck and circus train service, per mile ¹ .	.0242	.0267	.0025	10.3				
Local freight, per day.	2.70	3.00	.30	11.1	\$2.80	\$3.00	\$0.20	7.1
Yard, average rate for groups 1 and 2, day and night, per hour.	.345	.355	.01	2.9				
Passenger, specified runs:								
Sharon - Cincinnati and Middletown - Cincinnati, per day.	2.55	2.60	.05	2.0				
Aurora - Cincinnati lines, Nos. 232-233, per month.	60.00	65.57	5.57	9.3				
Aurora - Cincinnati run, Nos. 231-230, including switching at North Bend, per day.	2.55	2.60	.05	2.0				
Runs between Lawrenceburg Junction and Aurora, including switching at Lawrenceburg and Aurora, per month.	70.00	76.50	6.50	9.3				
Columbus, Indianapolis and Greensburg runs (brakemen handle baggage), per month.	60.00	66.86	6.86	11.4				
Alton Flyer (brakemen handle baggage), per month.	65.00	72.42	7.42	11.4				
Urbana-Peoria accommodation, per month.	65.00	72.42	7.42	11.4				
Through freight, specified runs:								
Findlay branch, per month.	63.00	69.50	6.50	10.3				
F. F. & M. branch, per month.	70.00	77.20	7.20	10.3				
Vincennes branch run between Vincennes and St. Francesville, per month.	60.00	66.18	6.18	10.3				
Mount Carmel-Vincennes run, per month.	63.00	69.50	6.50	10.3				

¹ Runs of 100 miles or less, either straightaway or turn around, paid as 100 miles.

Rates of pay of conductors and trainmen.

Class of employees.	Runs not other- wise specified (per mile).		Runs of less than 155 miles minimum rate (per day).	Overtime (per hour).		Regularly assigned trainmen, month- ly guaranty.	
	1911	1913	1913	1911	1913	1911	1913
Passenger:							
Conductors.....	\$0.0268	¹ \$0.0290	\$4.50	\$0.42	\$0.45	\$125.00	\$135.00
Baggagemen.....	.0155	¹ .0165	2.75	.25	.275	75.00	82.50
Brakemen.....	.0150	¹ 0.160	2.55	.24	.255	70.00	76.50
Through freight, work, construc- tion, wreck, and circus train: ²							
Conductors.....	.0363	.04					
Brakemen.....	.0242	.0267					
Flagmen.....		.0267					
Local freight: ³							
Conductors.....	⁴ 3.975	⁴ 4.50					
Brakemen.....	⁴ 2.70	⁴ 3.00					
Foremen.....	⁴ 2.80	⁴ 3.00					

Class of employees.	Group 1 (per hour).		Group 2 (per hour).	
	1911	1913	1911	1913
Yardmen:				
Day conductors.....	\$0.37	\$0.38	\$0.36	\$0.37
Day brakemen.....	.34	.35	.33	.34
Night conductors.....	.39	.40	.38	.39
Night brakemen.....	.36	.37	.35	.36

Class of service.	Conductors.		Baggagemen.		Brakemen.	
	1911	1913	1911	1913	1911	1913
Passenger service, specified runs:						
Sharon-Cincinnati and Middle- town-Cincinnati runs.....	p.d. ⁵ \$4.20	p.d. ⁶ \$4.50	p.d. ⁵ \$2.75	p.d. ⁶ \$2.75	p.d. ⁵ \$2.55	p.d. ⁶ \$2.60
Mount Gilead short line.....	p.m. ⁷ 100.00	p.m. ⁸ 108.00				
Aurora-Cincinnati lines Nos. 232, 233.....	p.m. ⁷ 100.00	p.m. ⁸ 108.00			p.m. ⁷ 60.00	p.m. ⁸ 65.57
Aurora-Cincinnati runs Nos. 231-230, including switching at North Bend.....	p.d. ⁸ 4.20	p.d. ⁸ 4.50	p.d. ⁸ 2.75	p.d. ⁸ 2.75	p.d. ⁸ 2.55	p.d. ⁷ 2.60
Runs between Lawrenceburg Junction and Aurora, in- cluding switching at Law- renceburg and Aurora.....	p.m. ⁹ 110.00	p.m. ⁹ 118.80			p.m. ⁹ 70.00	p.m. ¹⁰ 76.50
Columbus, Ind., and Greens- burg runs (brakemen handle baggage).....	p.m. ⁷ 100.00	p.m. ⁸ 108.00			p.m. ⁷ 60.00	p.m. ⁸ 66.86
Alton Flyer, brakemen (handle baggage).....	p.m. ¹¹ 110.00	p.m. ¹¹ 118.80			p.m. ⁷ 65.00	p.m. ⁸ 72.42
Alton plug run.....	p.m. ¹² 100.00	p.m. ⁸ 108.00			(¹³)	(¹³)
Urbana-Peoria accommodation	p.m. ⁸ 115.00	p.m. ⁹ 124.20			p.m. ⁸ 65.00	p.m. ⁸ 72.42

¹ These rates obtain whenever the miles made at these rates in a day amount to a greater sum than the minimum day rates of \$4.50 for conductors, \$2.75 for baggagemen, and \$2.55 for brakemen, awarded in passenger service.

² Runs of 100 miles or less, either straightaway or turn around, paid as 100 miles.

³ 100 miles or less, 10 hours or less, constitute a day's work.

⁴ Per day.

⁵ Overtime after 14 hours.

⁶ Overtime as per article C.

⁷ No overtime.

⁸ Overtime after 13 hours and 30 minutes.

⁹ Extra pay for construction work at hourly rate. No overtime.

¹⁰ Extra pay for construction work at hourly rate. Overtime as per article C of award.

¹¹ Two round trips per day between Alton and East St. Louis.

¹² Overtime after 12 hours except on Sunday. No overtime allowance.

¹³ Brakemen are included with Alton yardmen and paid as such.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

Rates of pay of conductors and trainmen—Continued.

Class of service.	Conductors.		Brakemen.		Train baggagemen.	
	1911	1913	1911	1913	1911	1913
Through freight, specified runs:						
Findlay branch, per month	¹ \$100.00	² \$110.10	¹ \$63.00	² \$69.50	.....	.....
F. F. & M. branch, per month	³ 110.00	² 121.10	³ 70.00	² 77.20	.....	.....
Vincennes branch, run between Vincennes and St. Francesville, per month	⁴ 100.00	² 110.10	⁴ 60.00	⁴ 66.18	.....	.....
Mount Carmel-Vincennes run, per month	⁴ 105.00	² 115.60	⁴ 63.00	⁴ 69.50	.....	.....
Traveling over the road on company business, per mile	.03	.033	.021	.023	\$0.021	\$0.023

¹ Overtime after 14 hours and 30 minutes.² Overtime as per article 1 of award at through freight rates.³ Overtime after 13 hours.⁴ Overtime after 11 hours.

DELAWARE & HUDSON CO.

On the Delaware & Hudson Railroad, as can be seen from the following table, the increase of rates of pay to passenger and freight conductors as the result of the application of the arbitration award ranged, according to the basis of payment, from 7.1 to 10.2 per cent. The advances to baggagemen were only 3.8 per cent in branch-line service, 6.5 per cent on standard runs, and 10 per cent in the case of minimum monthly guaranties. Passenger flagmen or rear trainmen on a standard basis obtained an increase of slightly less than 5 per cent, but in milk-train service the percentage of increase was 10.4, and for minimum monthly guaranties 7.6 per cent. Freight flagmen's rates of pay were 5.7 per cent higher as the result of the arbitration. Regular passenger brakemen received a somewhat larger advance for a standard day and for minimum monthly guaranties. Freight brakemen, with the exception of those on branch lines, were granted increases of slightly more than 10 per cent. Ticket collectors were advanced 82 cents a day, or 29.8 per cent. The increases allowed in the yard service were comparatively small, ranging from a percentage of 2.7 to 2.9.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard (155 miles or over) per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0155	\$0.0165	\$0.001	6.5
Minimum rates (less than 155 miles), per day.....	4.20	4.50	.30	7.1	2.75	2.75	.00	0.0
Minimum rates, per month.....	125.00	135.00	10.00	8.0	75.00	82.50	7.50	10.0
Milk service, per day.....	4.69	5.16	.47	10.0				
Branch runs, per day.....	4.05	4.38	.33	8.1	2.65	2.75	.10	3.8
Through or irregular freight, per mile.....	.0363	.04	.0037	10.2				
Work, construction, and wreck, per mile.....	.0363	.04	.0037	10.2				

Class of service.	Rear trainmen.				Brakemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard (155 miles or over), per mile.....	\$0.01525	\$0.016	\$0.00075	4.9	\$0.015	\$0.016	\$0.001	6.7
Minimum rates (less than 155 miles), per day.....	2.585	2.60	.015	0.6	2.55	2.55	.00	0.0
Minimum rates, per month.....	72.50	78.00	5.50	7.6	70.00	76.50	6.50	9.3
Milk service, per day.....	2.70	2.98	.28	10.4	2.70	2.98	.28	10.4
Branch runs, per day.....					2.50	2.55	.05	2.0
Through or irregular freight, per mile.....					.0242	.0267	.0025	10.3
Work, construction, and wreck, per mile.....					.0242	.0267	.0025	10.3

Class of service.	Flagmen.				Messengers.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger: Milk service, per day.....					\$2.85	\$3.14	\$0.29	10.2
Through or irregular freight, per mile.....	\$0.02525	\$0.0267	\$0.00145	5.7				
Work, construction, and wreck, per mile.....	.02525	.0267	.00145	5.7				

Class of service.	Ticket collectors.				Foremen.				Helpers.			
	Rate.		Increase.		Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger: Standard (155 miles or over), per day....	\$2.75	\$3.57	\$0.82	29.8								
Yard: Average rate for groups 1, 2, and 3, day and night, per hour.....					\$0.37	\$0.38	\$0.01	2.7	\$0.34	\$0.35	\$0.01	2.9

Rates of pay of conductors and trainmen.

Class of employees.	Standard rate per mile (155 miles or over).		Minimum rate per day (less than 155 miles).		Minimum rate per month.		Overtime rate, per hour.	
	1910	1913	1910	1913	1910	1913	1910	1913
Passenger:								
Conductors.....	\$0.0268	\$0.029	\$4.20	\$4.50	\$125.00	\$135.00	\$0.42	\$0.45
Baggagemen.....	.0155	.0165	2.75	2.75	75.00	82.50	.25	.275
Rear trainmen.....	.01325	.016	2.585	2.60	72.50	78.00	.24	.26
Brakemen.....	.015	.016	2.55	2.55	70.00	76.50	.24	.255
Ticket collectors.....	¹ 2.75	3.57						
Through or irregular freight:								
Conductors.....	.363	.04						
Flagmen.....	.02525	.0267						
Brakemen.....	.0242	.0267						
Local freight:								
Conductors.....	¹ 3.975	.045						
Flagmen.....	¹ 2.80	.03						
Brakemen.....	¹ 2.70	.03						
Work, construction, and wreck:								
Conductors.....	.0363	.04						
Flagmen.....	.02525	.0267						
Brakemen.....	.0242	.0267						

Class of employees.	Branch runs per day.		Milk service per day.		Regularly assigned passenger trainmen, monthly guaranty.	
	1910	1913	1910	1913	1910	1913
Passenger:						
Conductors.....	\$4.05	\$4.38	\$4.69	\$5.16		\$131.40
Baggagemen.....	2.65	2.75				82.50
Rear trainmen.....		2.60	2.70	2.98		78.00
Brakemen.....	2.50	2.55	2.70	2.98		76.50
Messengers.....			2.85	3.14		

Yard service.	Rates per hour.					
	Group 1.		Group 2.		Group 3.	
	1910	1913	1910	1913	1910	1913
Day foremen.....	\$0.37	\$0.38	\$0.36	\$0.37	\$0.35	\$0.36
Day brakemen.....	.34	.35	.33	.34	.32	.33
Night foremen.....	.39	.40	.38	.39	.37	.38
Night brakemen.....	.36	.37	.35	.36	.34	.35

¹ Per day or 100 miles.

DELAWARE, LACKAWANNA & WESTERN RAILROAD CO.

In the case of a standard day of 155 miles, and for monthly guaranties, the passenger conductors on this road received an advance of about 8 per cent after the application of the award of the arbitration board, while in through-freight, construction, work, and milk-train service the increase allowed was about 10 per cent. Conductors on local freight trains were advanced 13 per cent. Passenger brakemen were advanced 6.7 to 9.3 per cent; freight brakemen from 10.3 to 11.1 per cent. Baggagemen on passenger received higher rates, ranging from 6.5 to 10 per cent. Rear trainmen in standard passenger service

were advanced 4.9 per cent, and in through-freight, construction, and work-train service 5.7 per cent. In the case of monthly guaranties in passenger service, milk-train, and in local freight service somewhat greater advances were received by flagmen. In yard service in Hoboken the increases secured by foremen and helpers ranged from 2.6 to 2.9 per cent; in Paterson, from 5.6 to 6.1 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Assistant conductors.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard; per mile ¹	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0215	\$0.023	\$0.0015	7.0
Minimum allowance, per day ²	4.20	4.50	.30	7.1	3.35	3.57	.22	6.6
Regularly assigned trainmen, monthly guaranty.....	125.00	135.00	10.00	8.0				
Freight:								
Through freight; work, construction, and wreck train service, per mile ^{3,4}.....	.0363	.04	.0037	10.2				
Local freight; pick-up or drop, mine and roustabout service, per day..	3.975	4.50	.525	13.2				
Milk service:								
Binghamton and Richfield Springs, per mile ^{5,6}.....	.021	.0231	.0021	10.0				
Main-line service, trainmen only, per mile.....	.0155	.0165	.001	6.5				

Class of service.	Baggagemen.				Rear trainmen (flagmen).			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard, per mile ¹	\$0.0155	\$0.0165	\$0.001	6.5	\$0.01525	\$0.016	\$0.00075	4.9
Minimum allowance, per day ²	2.75	2.75	.00	.0				
Regularly assigned trainmen, monthly guaranty.....	75.00	82.50	7.50	10.0	72.50	78.00	5.50	7.6
Freight:								
Through freight; work, construction, and wreck train service, per mile ^{3,4}.....					.02525	.0267	.00145	5.7
Local freight; pick-up or drop, mine, and roustabout service, per day..					2.80	3.00	.20	7.1
Milk service:								
Main-line service, trainmen only, per month.....					75.00	82.50	7.50	10.0

¹ Runs of 155 miles or over (1913).

² Runs of less than 155 miles (1913).

³ Including filling and ballast service (1910).

⁴ Including snowplow and circus-train service (1913).

⁵ Same rates apply between Binghamton and Utica and Binghamton and Syracuse.

⁶ 1 day off in 5 for trainmen.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Brakemen.				Trainmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard, per mile ¹	\$0.015	\$0.016	\$0.001	6.7	.....	.....	.....	.....
Minimum allowance, per day ²	2.55	2.55	.00	.0	.....	.....	.....	.....
Regularly assigned trainmen, monthly guaranty.....	70.00	76.50	6.50	9.3	.....	.....	.....	.....
Freight:								
Through freight; work, construction, and wreck-train service, per mile ³.....	.0242	.0267	.0025	10.3	.....	.....	.....	.....
Local freight; pick-up or drop, mine and roustabout service, per day...	2.70	3.00	.30	11.1	.....	.....	.....	.....
Milk service:								
Binghamton and Richfield Springs, per month.....	.....	.....	.....	.....	\$75.00	\$82.75	\$7.75	10.3
Main-line service, trainmen only, per day.....	.....	.....	.....	.....	2.75	2.75	.00	.0
Class of service.	Foremen.				Helpers.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Yard service: Average, day and night—								
Hoboken, Secaucus, and Newark, per hour.....	\$0.38	\$0.39	\$0.01	2.6	\$0.35	\$0.36	\$0.01	2.9
Paterson, per hour.....	.36	.38	.02	5.6	.33	.35	.02	6.1

Rates of pay of conductors and trainmen.

Class of employees.	Standard rate per mile.		Minimum allowances per day.		Regularly assigned trainmen, monthly guaranty.		Overtime.	
	1910	1913 ¹	1910	1913 ²	1910	1913	1910	1913
Passenger service:								
Conductors.....	\$0.0268	\$0.029	\$4.20	\$4.50	\$125.00	\$135.00	\$0.42	\$0.45
Assistant conductors.....	.0215	.023	3.35	3.57	100.00	.....	.33	.357
Baggagemen.....	.0155	.0165	2.75	2.75	75.00	82.50	.25	.275
Rear trainmen (flagmen).....	.01525	.016	.....	2.60	72.50	78.00	.24	.26
Brakemen.....	.015	.016	2.55	2.55	70.00	76.50	.24	.255

Class of employees.	Through freight, work, construction, and wreck train service, per mile.		Local freight, pick-up or drop, mine, and roustabout service, per day.		Overtime.
	1910 ³	1913 ⁴	1910	1913	
Freight service:					On runs of 100 miles or less overtime paid for time in excess of 10 hours, and on runs of over 100 miles overtime paid in excess of the time necessary to complete the trip at an average speed of 10 miles an hour.
Conductors.....	\$0.0363	\$0.04	\$3.975	\$4.50	
Flagmen.....	.02525	.0267	2.80	3.00	
Brakemen.....	.0242	.0267	2.70	3.00	

Class of employees.	Binghamton and Richfield Springs.		Main line service, trainmen only.		Binghamton and Stroudsburg, 1913.	Stroudsburg and Hoboken, 1913.
	1910 ⁵	1913 ⁵	1910	1913		
Milk service:						
Conductors....	\$0.021 per mile.	\$0.0231 per mile.	\$0.0155 mile.	\$0.0165 mile.	\$0.0231 per mile.	\$0.0231 per mile.
Trainmen.....	\$75 per month.	\$82.75 per month.	\$2.75 per day.	\$2.75 per day.	\$82.75 per month.	\$0.016 per mile.
Flagmen.....	.....	\$82.75 per month.	\$75 per month.	\$82.50 per month.	\$82.75 per month.	\$0.016 per mile.

Class of employees.	Hoboken, Secausus, and Newark.		Paterson.	
	1910	1913	1910	1913
Yard service:				
Day foremen.....	\$0.37	\$0.38	\$0.35	\$0.37
Day helper.....	.34	.35	.32	.34
Night foremen.....	.39	.40	.37	.39
Night helpers.....	.36	.37	.34	.36

¹ Runs of 155 miles or over.² Runs of less than 155 miles.³ Including ballast and filling service.⁴ Including snowplow and circus train service.⁵ Same rates apply between Binghamton and Utica; Binghamton and Syracuse. One day off in five for trainmen.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

DAYTON & UNION RAILROAD CO.

The comparison of rates of pay for conductors and trainmen before and after the arbitration in the case of the Dayton & Union Railroad is shown by weighted averages per day of 100 miles. By referring to the following table it will be seen that the per cent of increases in rates of pay on this basis as the result of the arbitration was, by classes of service and occupations, as follows:

Class of employees.	Class of service.	
	Passenger increase.	Freight increase.
Conductors.....	<i>Per cent.</i> 41.5	<i>Per cent.</i> 18.4
Baggagemen.....	65.0	.....
Brakemen.....	24.0	9.1

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.				Brakemen.			
	1 Rate per 100 miles.		Increase.		1 Rate per 100 miles.		Increase.		1 Rate per 100 miles.		Increase.	
	Before.	After.	Amount.	Per cent.	Before.	After.	Amount.	Per cent.	Before.	After.	Amount.	Per cent.
Passenger, average ¹ ...	\$2.05	\$2.90	\$0.85	41.5	\$1.00	\$1.65	\$0.65	65.0	\$2.00	² \$2.48	\$0.48	24.0
Freight, average ¹	3.80	4.50	.70	18.4	.....	.....	.....	.....	2.75	3.00	.25	9.1

¹ Weighted.

² Minimum day's pay for 155 miles or less, at \$1.60 per 100 miles.

Rates of pay of conductors and trainmen before and after the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.		Baggagemen.		Brakemen.	
	Before.	After.	Before.	After.	Before.	After.
Passenger:						
Highest, per 100 miles.....	\$2.16	\$2.90	\$1.00	\$1.65	\$2.00	¹ \$2.48
Lowest, per 100 miles.....	1.83					
Average (weighted).....	2.05	2.90	1.00	1.65	2.00	¹ 2.48
Freight:						
Highest, per 100 miles.....	3.80	4.50	.....	.....	{ 2.80 2.70	² 3.00
Lowest, per 100 miles.....						
Average (weighted).....	3.80	4.50	.....	.....	2.75	3.00

¹ Minimum day's pay for 155 miles or less, at \$1.60 per 100 miles.

² Local.

DETROIT, TOLEDO & IRONTON RAILWAY CO.

On the basis of a standard day's pay of 155 miles, passenger conductors on this road as the result of the arbitration received an increase in pay of 8.2 per cent; baggagemen 6.5 per cent; and brakemen 6.7 per cent. Monthly guaranties to passenger conductors were advanced 8 per cent; to baggagemen 10 per cent; and to

brakemen 9.3 per cent. In through or irregular freight, work, construction, and wreck train service the following increases were made per mile: Conductors, 10.2 per cent; brakemen, 10.3 per cent.

Conductors on local freight trains had their rates of pay per day increased slightly more than 13 per cent, and brakemen slightly more than 11 per cent. In yard service the increases per day to foremen and helpers were 2.7 and 2.8 per cent, respectively. On certain special runs on Kingman branch and Ironton Hill the advances to conductors and brakemen ranged from 9.3 to 13.1 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger:								
Rate per mile for passenger services not otherwise specified (runs of 155 miles or over, 1913).....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0155	\$0.0165	\$0.001	6.5
Minimum allowance, per day ¹	4.20	4.50	.30	7.1	2.65	2.75	.10	3.8
Regularly assigned passenger trainmen, monthly guaranty.....	125.00	135.00	10.00	8.0	75.00	82.50	7.50	10.0
Through and irregular freight work, construction, circus, and wreck train, per mile..	.0363	.04	.0037	10.2	.....	.....	.....	.....
Local freight, per day.....	3.975	4.50	.525	13.2	.....	.....	.....	.....
Special runs:								
Kingman branch, per day	3.75	4.24	.49	13.1	.....	.....	.....	.....
Ironton Hill, per day.....	3.75	4.10	.35	9.3	.....	.....	.....	.....

Class of service.	Brakemen.				Foremen.				Helpers.			
	Rate.		Increase.		Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger:												
Rate per mile for passenger services not otherwise specified (runs of 155 miles or over, 1913).....	\$0.015	\$0.016	\$0.001	6.7	.....	.....	.....	.....	.....	.....	.....	.....
Regularly assigned passenger trainmen, monthly guaranty.....	70.00	76.50	6.50	9.3	.....	.....	.....	.....	.....	.....	.....	.....
Through and irregular freight, work construction, circus, and wreck train, per mile.	.0242	.0267	.0025	10.3	.....	.....	.....	.....	.....	.....	.....	.....
Local freight, per day.	2.70	3.00	.30	11.1	\$2.80	\$3.00	\$0.20	7.1	.....	.....	.....	.....
Yard, average rate for groups 1 and 2, day and night, per hour.....	.....	.....	.....	.....	.375	.385	.01	2.7	\$0.355	\$0.365	\$0.01	2.8
Special runs:												
Kingman branch, per day.....	2.65	2.94	.29	10.9	.....	.....	.....	.....	.....	.....	.....	.....
Ironton Hill, per day.....	2.65	2.95	.30	11.3	.....	.....	.....	.....	.....	.....	.....	.....

¹ Short passenger, special or incidental service, 1911; runs of less than 155 miles per day, 1913.

² Runs of 100 miles or less either straightway or turn around to be paid for as 100 miles.

NOTE.—Increases in 1913 over 1910 for service not specified are shown in article E of the award in terms of percentages.

Rates of pay of conductors and trainmen.

Class of employees.	Rate per mile for passenger service not otherwise specified.		Minimum allowances, per day.		Regularly assigned passenger trainmen, monthly guaranty.		Overtime, per hour	
			Short passenger, special, or incidental service.	Runs of less than 155 miles per day.				
	1911	1913	1911	1913	1911	1913	1911	1913
Passenger service:								
Conductors.....	\$0. 0268	\$0. 029	\$4. 20	\$4. 50	\$125. 00	\$135. 00	\$0. 42	\$0. 45
Assistant conductors.....		. 023		3. 75				. 357
Baggagemen.....	. 0155	. 0165	2. 65	2. 75	75. 00	82. 50	. 25	. 275
Brakemen.....	. 015	. 016	2. 61	2. 55	70. 00	76. 50	. 24	. 255
Flagmen and rear brakemen.....		. 016		2. 60		78. 00		. 26

Class of employees.	Through and irregular freight, work, construction, circus, and wreck train service, per mile.		Local freight, per day.	
	1911 ¹	1913 ²	1911 ¹	1913 ²
Freight service:				
Conductors.....	\$0. 0363	\$0. 04	\$3. 975	\$4. 50
Foremen.....		. 0267	2. 80	3. 00
Brakemen.....	. 0242	. 0267	2. 70	3. 00

Class of employees.	Group 1 (Delray).		Group 2 (others).	
	1911	1913	1911	1913
Yard service: ³				
Day foremen.....	\$0. 37	\$0. 38	\$0. 36	\$0. 37
Day helpers.....	. 34	. 35	. 33	. 34
Night foremen.....	. 39	. 40	. 38	. 39
Night helpers.....	. 36	. 37	. 35	. 36

Class of employees.	Kingman Branch.		Ironton Hill.		Summit Hill.	
	1911	1913	1911	1913	1911	1913
Special runs:						
Conductors, per day.....	\$3. 75	\$4. 24	\$3. 75	\$4. 10		\$3. 86
Brakemen, per day.....	2. 65	2. 94	2. 65	2. 95		2. 86

¹ Mileage in excess of 100 miles paid for in addition pro rata.² Runs of 100 miles or less, either straightaway or turn around, paid for as 100 miles. Rate, 10 miles per hour.³ In all yards 10 hours or less constitute a day's work. Overtime computed for each employee on the basis of actual overtime worked or held for duty pro rata.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

GRAND RAPIDS & INDIANA RAILWAY CO., SOUTHERN DIVISION.

As a result of the arbitration award, passenger conductors on the southern division of the Grand Rapids & Indiana Railway received advances in rates of pay of slightly more than 8 per cent. Baggage-men were advanced from 5.8 to 10 per cent, according to character of service, and passenger brakemen received increases in rates ranging from 6.3 to 11.4 per cent. No advances in rates of pay to work-train and snowplow crews came about as the result of the arbitration. The increases in the yard service ranged from 3.8 per cent to conductors to 4.2 per cent to brakemen.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Fort Wayne-Grand Rapids, s. t., per day.....	\$4.60	\$4.60	\$0.00	0.0	\$2.60	\$2.75	\$0.15	5.8
Fort Wayne-Wolcottville, r. t., per day.....	3.33	3.60	.27	8.1	2.17	2.31	.14	6.5
Regularly assigned trainmen, per month.....	125.00	135.00	10.00	8.0	75.00	82.50	7.50	10.0
Fort Wayne-Wolcottville, minimum, per month.....	100.00	108.20	8.20	8.2	65.00	69.16	4.16	6.4
Snowplow and flanger, per mile.....	.0425	.0425	.00	.0				
Work train with excavator, per mile.....	.0427	.0427	.00	.0				
Yard: Average rate for groups 1, 2, and 3, day and night, per hour.....	.366	.38	.014	3.8				

Class of service.	Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Fort Wayne-Grand Rapids, s. t., per day.....	\$2.40	\$2.55	\$0.15	6.3				
Fort Wayne-Wolcottville, r. t., per day.....	2.17	2.32	.15	6.9				
Regularly assigned trainmen, per month.....	70.00	78.00	8.00	11.4				
Fort Wayne-Wolcottville, minimum, per month.....	65.00	69.36	4.36	6.7				
Snowplow and flanger, per mile.....	.031	.031	.00	.0	\$0.032	\$0.032	\$0.00	0.0
Work train with excavator, per mile.....	.0302	.0302	.00	.0	.0315	.0315	.00	.0
Yard: Average rate for groups 1, 2, and 3, day and night, per hour.....	.336	.35	.014	4.2				

Rates of pay of conductors and trainmen.

Runs.	Conductors.		Baggagemen.		Brakemen.		Mileage.	
	1910	1913	1910	1913	1910	1913		
Passenger:								
Fort Wayne-Grand Rapids, s. t.....	\$4.60	\$4.60	\$2.60	\$2.75	\$2.40	\$2.55	142	
Fort Wayne-Wolcottville, r. t.....	3.33	3.60	2.17	2.31	2.17	2.32	74	
Overtime per hour.....	.43	.45	.26	.275	.25	.255	.....
Regularly assigned passenger trainmen, monthly guaranty.....	125.00	135.00	75.00	82.50	70.00	78.00	.....
Minimum, Fort Wayne-Wolcottville.....	100.00	108.20	65.00	69.16	65.00	69.36	.....
Class of employees.			Snowplow and flanger service, per mile.		Work train with excavator, per mile.			
			1910	1913	1910	1913		
Conductors.....			\$0.0425	\$0.0425	\$0.0427		\$0.0427	
Brakemen.....			.031	.031	.0302		.0302	
Flagmen.....			.032	.032	.0315		.0315	
Class of employees.			Group 1, per hour.		Group 2, per hour.		Group 3, per hour.	
			1910	1913	1910	1913	1910	1913
Yard service:								
Day conductors.....			\$0.37	\$0.38	\$0.35	\$0.37	\$0.35	\$0.36
Day brakemen.....			.34	.35	.32	.34	.32	.33
Night conductors.....			.39	.40	.37	.39	.37	.38
Night brakemen.....			.36	.37	.34	.36	.34	.35

GRAND RAPIDS & INDIANA RAILWAY CO., NORTHERN DIVISION.

On the northern division of this railroad the changes in rates of pay as the result of the arbitration were practically the same, with the exception of the average rates a day for certain trips and in yard service, where the increases were somewhat smaller than for the southern division. A detailed comparison of rates on the northern division before and after the arbitration, together with the amount and per cent of increases in rates of pay to conductors and trainmen, is shown in the table following:

Amount and per cent of increase in rates of pay of conductors and trainmen as the result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Average rate per specified trip, per day.....	\$5.61	\$5.64	\$0.03	0.5	\$3.13	\$3.16	\$0.03	1.0
Traverse City branch, regularly assigned trainmen, minimum per month.....	110.00	119.02	9.02	8.2	65.00	69.16	4.16	6.4
Snow plow and flanger, per mile.....	.0425	.0425	.00	.0				
Work train, with excavator, per mile.....	.0427	.0427	.00	.0				
Yard, average rate for groups 1, 2, and 3, day and night, per hour.....	.37	.38	.01	2.7				

Class of service.	Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Average rate per specified trip, per day.....	\$2.93	\$3.00	\$0.07	2.4				
Traverse City branch, regularly assigned trainmen, minimum per month.....	65.00	69.36	4.36	6.7				
Snow plow and flanger, per mile.....	.031	.031	.00	.0	\$0.032	\$0.032	\$0.00	0.0
Work train, with excavator, per mile.....	.0302	.0302	.00	.0	.0315	.0315	.00	.0
Yard, average rate for groups 1, 2, and 3, day and night, per hour.....	.34	.35	.01	2.9				

Rates of pay of conductors and trainmen.

Class of service.	Conductors.		Baggagemen.		Brakemen.		Flagmen.		Mileage.
	1910	1913	1910	1913	1910	1913	1910	1913	
Passenger runs:									
Grand Rapids-Mackinaw City, single trip.....	\$6.89	\$6.89	\$3.85	\$3.85	\$3.39	\$3.62			226
Grand Rapids-Mackinaw City via Harbor Springs, single trip....	7.08	7.08	4.01	4.01	3.54	3.78			236
Grand Rapids-Muskegon, 2 round trips.....			2.72	2.75	2.86	2.56			160
Traverse City-Walton Junction, 2 round trips.....	3.60	3.90	1.91	2.03	1.91	2.04			104
Traverse City branch, monthly minimum regular service.....	110.00	119.02	65.00	69.16	65.00	69.36			
Overtime, per hour.....	.43	.45	.26	.27	.25				
Snow plow and flanger service, per mile.....	.0425	.0425			.031	.031	\$0.032	\$0.032	
Work train with excavator, per mile.....	.0427	.0427			.0302	.0302	.0315	.0315	

Class of employees.	Group 1.		Group 2.		Group 3.	
	1910	1913	1910	1913	1910	1913
Yard service:						
Day conductors.....	\$0.37	\$0.38	\$0.36	\$0.37	\$0.35	\$0.36
Day brakemen.....	.34	.35	.33	.34	.32	.33
Night conductors.....	.39	.40	.38	.39	.37	.38
Night brakemen.....	.36	.37	.35	.36	.34	.35

HOCKING VALLEY RAILWAY CO.

Considerable advances in rates of pay for mine-run service came, as can be seen from the following table, to train crews on the Hocking Valley Railway as the result of the award. The increases in rates per day, by occupations, were as follows:

Class of employees.	Amount.	Per cent.
	<i>Cents.</i>	
Conductors.....	80	21.6
Brakemen.....	50	20.0
Flagmen.....	45	17.6

In local freight service the rates of pay of conductors were 12.5 per cent higher after the award; brakemen, 11.1 per cent; and flagmen, 7.1 per cent. Conductors in through freight, work, wreck, and circus train service were advanced 9.6 per cent; brakemen, 9 per cent; and flagmen, 4.7 per cent. The increase in rates per mile for a standard day to passenger conductors was 8.2 per cent, and to baggagemen and brakemen 6.5 and 6.7 per cent, respectively.

Amount and per cent of increase in rates of pay of conductors and trainmen as the result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard rate, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0155	\$0.0165	\$0.001	6.5
Electric trains, per hour.....	.2333	.252	.0187	8.0	.....	.....	.....	.....
Through freight, per mile.....	.0365	.04	.0035	9.6	.....	.....	.....	.....
Local freight, per day.....	4.00	4.50	.50	12.5	.....	.....	.....	.....
Mine runs, per day.....	3.70	4.50	.80	21.6	.....	.....	.....	.....
Work, wreck, and circus trains, per day.....	3.65	4.00	.35	9.6	.....	.....	.....	.....

Class of service.	Brakemen.				Flagmen.				List men.			
	Rate.		Increase.		Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger, standard rate, per mile.....	\$0.015	\$0.016	\$0.001	6.7	.....	.....	.....	.....	.....	.....	.....	.....
Through freight, per mile.....	.0245	.0267	.0022	9.0	\$0.0255	\$0.0267	\$0.0012	4.7	.....	.....	.....	.....
Local freight, per day.....	2.70	3.00	.30	11.1	2.80	3.00	.20	7.1	\$2.90	\$3.00	\$0.10	3.4
Mine runs, per day.....	2.50	3.00	.50	20.0	2.55	3.00	.45	17.6	.....	.....	.....	.....
Work, wreck, and circus trains, per day.....	2.45	2.67	.22	9.0	2.55	2.67	.12	4.7	.....	.....	.....	.....

Rates of pay of conductors and trainmen.

Class of service or run.	Conductors.		Baggagemen.		Brakemen.		Flagmen.		Listmen.	
	1910	1913	1910	1913	1910	1913	1910	1913	1910	1913
Passenger:										
Standard ¹ per mile.....	\$0.0268	\$0.029	\$0.0155	\$0.0165	\$0.015	\$0.016	.....	\$0.016	.....	.....
Runs of less than 155 miles, per day.....		4.50	.....	2.75	.....	2.55	.....	2.60	.....	.....
Electric trams, per hour.....	.2333	.252	.....	.....	.....	.....	.....	.....	.....	.....
Regularly assigned trainmen, monthly guaranty.....	.....	135.00	.....	82.50	.....	76.50	.....	78.00	.....	.....
Freight:										
Through, per mile.....	.0365	.04	.....	.....	.0245	.0267	\$0.0255	.0267	.....	.....
Local, etc., per day.....	4.00	24.50	.....	.....	2.70	23.00	2.80	23.00	\$2.90	23.00
Mine runs, per day.....	3.70	24.50	.....	.....	2.50	23.00	2.55	23.00	.....	.....
Work, wreck, and circus trains, per day.....	3.65	24.00	.....	.....	2.45	22.67	2.55	22.67	.....	.....
Overtime:										
Passenger (after 2 hours late on schedule, 1910; article C of award, 1913), per hour.....	.42	.45	.25	.275	.23	.255	.....	.....	.....	.....
Through freight, per hour.....	.36	.40	.....	.....	.24	.267	.25	.267	.....	.....
Local and Walbridge- Columbus pick-up.....	.40	.45	.....	.....	.27	.30	.28	.30	.....	.....
Work, wreck, and circus trains.....	.36	.40	.....	.....	.24	.267	.25	.267	.....	.....
Mine runs.....	.37	.45	.....	.....	.25	.300	.25	.300	.....	.....

¹ 1910, through service; runs of 155 miles or over, 1913.² Minimum, 100 miles.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentage.

KANAWHA & MICHIGAN RAILWAY CO.

On the Kanawha & Michigan Railway passenger conductors' rates of pay were about 8 per cent higher after the award of the arbitration board. Rates to baggagemen were from 4.4 to 6.1 per cent greater, and to passenger brakemen from 6.7 to 9.3 more than they were before the decision of the board.

Yardmen received, as the result of the arbitration, 1 cent an hour increase in rates of pay, which was equivalent to increases of approximately 3 per cent.

In through freight service rates of pay to conductors were increased 9.6 per cent, to brakemen 9 per cent, and to flagmen 4.7 per cent. Conductors in local freight service were allowed by the arbitration board advances of 12.5 per cent, brakemen 11.1 per cent, and flagmen 7.1 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen handling express.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Runs of 155 miles or over, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0165	\$0.0175	\$0.0010	6.1
Monthly guaranty, minimum	125.00	135.00	10.00	8.0	79.00	82.50	3.50	4.4
Freight:								
Through and irregular, per mile.....	.0365	.04	.0035	9.6	.....	.....	.....	.....
Local and pick-up, per mile.....	.04	.045	.005	12.5	.....	.....	.....	.....
Yard: Hobson and Charleston, average rate, day and night, per hour.....	.36	.37	.01	2.8	.....	.....	.....	.....

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Runs of 155 miles or over, per mile.	\$0.015	\$0.016	\$0.001	6.7				
Monthly guaranty, minimum	70.00	76.50	6.50	9.3				
Freight:								
Through and irregular, per mile.	.0245	.0267	.0022	9.0	\$0.0255	\$0.0267	\$0.0012	4.7
Local and pick-up, per mile.	.027	.03	.003	11.1	.028	.03	.002	7.1
Yard: Hobson and Charleston, average rate, day and night, per hour.	.029	.031	.002	6.9				
	.33	.34	.01	3.0				

¹ Brakeman handling list.

Rates of pay of conductors and trainmen.

Passenger service.	Conductors.		Baggagemen handling express.		Brakemen.		Baggagemen.		Flagmen.	
	1910	1913	1910	1913	1910	1913	1910	1913	1910	1913
Runs of 155 miles or over, per mile ¹	\$0.0268	\$0.029	\$0.0165	\$0.0175	\$0.015	\$0.016		\$0.0165		\$0.016
Monthly minimum guaranty ²	125.00	135.00	79.00	82.50	70.00	76.50		82.50		78.00
Overtime, per hour	3.42	4.45	3.25	4.275	3.23	4.255		4.275		4.255

Freight service.	Conductors.		Flagmen.		Brakemen.	
	1910	1913	1910	1913	1910	1913
Through and irregular, per mile	\$0.0365	\$0.04	\$0.0255	\$0.0267	\$0.0245	\$0.0267
Local and pick-up, per mile	6.04	5.045	6.028	5.03	6.027	5.030

Runs.	Miles.	Overtime after—	
		1910	1913
Freight mileage allowed:		Hours.	Hours.
Hobson to Columbus via H. V. Ry.	109	10.55	10.54
Hobson to West Columbus via H. V. Ry.	111	11.05	11.06
Hobson to West Columbus via T. & O. C. Ry.	124	12.25	12.24
Hobson to Corning and return	114	11.25	11.24
Hobson to Corning	100	10.00	10.00
Hobson to Chauncey and return	100	9.00	10.00
Hobson to Chauncey	100	10.00	10.00
Hobson to Dickinson	100	10.00	10.00
Hobson to Charleston and return	138	13.50	13.48
Hobson to Charleston	100	10.00	10.00

¹ On runs of less than 155 miles, rates in 1913, as follows: Conductors, \$4.50; baggagemen, \$2.75; flagmen or rear brakemen, \$2.60; brakemen, \$2.55 per day.

² Governing regularly assigned passenger trainmen, in 1913, ready for service the entire month.

³ Overtime to be paid on the basis of 20 miles per hour.

⁴ Overtime; all service on the minute basis.

⁵ Overtime after 10 miles per hour pro rata on minute basis.

⁶ Overtime after 10 hours: Conductors, 40 cents; brakemen, 28 cents.

⁷ Brakemen handling list.

Rates of pay of conductors and trainmen—Continued.

Class of employees.	Yard service.	
	1910	1913
	Cents.	Cents.
Hobson and Charleston:		
Day conductors.....	35	36
Day brakemen.....	32	33
Night conductors.....	37	38
Night brakemen.....	34	35

LAKE ERIE & WESTERN RAILROAD CO.

On the Lake Erie & Western Railroad the award of the arbitration board had the effect of advancing the rates of pay to passenger conductors 8.2 per cent; to baggagemen not handling express, 6.5 per cent; and to brakemen, 6.7 per cent. In through and irregular freight service, as well as on construction trains, both conductors and brakemen had their rates of pay increased somewhat more than 10 per cent per mile, while on special runs conductors were advanced from 10 to 13.2 per cent, and brakemen from 10.3 to 11.1 per cent.

Conductors and switchmen in yard service were given an increase of 1 cent per hour.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen handling express.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger, standard, per mile...	\$0.0268	¹ \$0.029	\$0.0022	8.2	\$0.0165	¹ \$0.0165	\$0.00	0.0
Freight, through and irregular, construction, snowplow, etc., per mile ².....	.0363	.04	.0037	10.2	.....	.....	.....	.....
Through freight, special runs:								
Minster branch, per month ³	90.00	101.90	11.90	13.2	.....	.....	.....	.....
Rushville branch, per month ³	95.00	107.55	12.55	13.2	.....	.....	.....	.....
Nobesville switch run, per day.....	3.63	4.00	.37	10.2	.....	.....	.....	.....
Delphos and Akron, mixed runs, per month ³	100.00	110.00	10.00	10.0	.....	.....	.....	.....

Class of service.	Baggagemen not handling express.				Brakemen.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger, standard, per mile...	\$0.0155	¹ \$0.0165	\$0.001	6.5	\$0.015	¹ \$0.016	\$0.001	6.7
Freight, through and irregular, construction, snowplow, etc., per mile ².....	.....	.....	.....	.....	.0242	.0267	.0025	10.3
Through freight, special runs:								
Minster branch, per month ³.....	.....	.....	.....	.....	63.00	70.00	7.00	11.1
Rushville branch, per month ³.....	.....	.....	.....	.....	65.00	72.20	7.20	11.1
Nobesville switch run, per day.....	.....	.....	.....	.....	2.42	2.67	.25	10.3
Delphos and Akron, mixed runs, per month ³.....	.....	.....	.....	.....	65.00	71.70	6.70	10.3

¹ Runs of 155 miles per day or over.² Runs of 100 miles or less, either straightaway or turn around, to be paid for as 100 miles.³ Rates per month of calendar working days.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitrators, effective Nov. 10, 1913—Continued.

Yards.	Foremen and conductors.				Switchmen.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Indianapolis, average, day and night, per hour.....	\$0.39	\$0.39	\$0.00	0.0	\$0.36	\$0.36	\$0.00	0.0
Lima, Tipton, and Muncie, per hour.....	.38	.39	.01	2.6	.35	.36	.01	2.9
All other yards, per hour.....	.37	.38	.01	2.7	.34	.35	.01	2.9

Rates of pay of conductors and trainmen.

Class of employees.	Standard rate per mile.		Runs of less than 155 miles, minimum rate per day.	Regularly assigned passenger trainmen, monthly guaranty.	Overtime, per hour. ¹	
	1911	1913	1913	1913	1911	1913
Passenger service:						
Conductors.....	\$0.0268	² \$0.029	\$4.50	\$135.00	\$0.42	\$0.45
Assistant conductors, ticket collectors.....		² .023	3.57			.357
Baggagemen handling express.....	.0165	² .0165	2.75	82.50	.25	.275
Baggagemen not handling express.....	.0155	² .0165	2.75	82.50	.25	.275
Flagmen or rear brakemen.....			2.60	78.00		.26
Brakemen.....	.015	² .016	2.55	76.50	.24	.255
Class of employees.			Through and irregular freight, construction, snowplow, etc., per mile.		Local freight service.	
			1911	1913	1911	1913
Conductors.....			³ \$0.0363	³ \$0.04	<i>Per day.</i> \$3.975	<i>Per mile.</i> ⁴ \$0.045
Flagmen.....				³ .0267		³ .03
Brakemen.....			³ .0242	³ .0267	2.70	³ .03
Foremen.....					2.80	

Yards. ⁵	Foremen and conductors.				Switchmen.			
	1911		1913		1911		1913	
	Day.	Night.	Day.	Night.	Day.	Night.	Day.	Night.
Indianapolis.....	\$0.38	\$0.40	\$0.38	\$0.40	\$0.35	\$0.37	\$0.35	\$0.37
Lima, Tipton, and Muncie.....	.37	.39	.38	.40	.34	.36	.35	.37
All other yards.....	.36	.38	.37	.39	.33	.35	.34	.36

¹ Overtime does not accrue until 7 hours and 45 minutes from time of first reporting for duty.

² Runs of 155 miles per day or over.

³ Runs of 100 miles or less, either straightaway or turn around, paid for as 100 miles.

⁴ 100 miles or less constitute a day's work.

⁵ Overtime after 10 hours.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

Rates of pay of conductors and trainmen—Continued.

Runs.	1911			1913			Overtime after.	
	Conduc-tors.	Fore-men.	Brake-men.	Conduc-tors.	Fore-men.	Brake-men.	1911	1913
Through freight service, special runs:							<i>Hours.</i>	<i>Hours.</i>
Minster branch ¹	\$90.00	.....	\$63.00	\$101.90	.....	\$70.00	11	10
Rushville branch ¹	95.00	.....	65.00	107.55	.....	72.20	11	10
Nobesville switch run ²	3.63	\$2.52	2.42	4.00	.....	2.67	10	10
Delphos and Akron, mixed runs ¹	100.00	.....	65.00	110.00	.....	71.70	None.	10

¹ Rates per month of calendar working days.² Rates, per day, as specified.*Daily rates of employees called as witnesses in suits in which company is interested.*

	1911	1913
Conductors.....	\$3.50	\$3.85
Brakemen and switchmen.....	2.50	2.75

NOTE.—A day's work (1911 and 1913), 100 miles or 10 hours.

LAKE SHORE & MICHIGAN SOUTHERN RAILWAY CO.

On the Lake Shore & Michigan Southern Railway the award of the arbitration board, as can be seen from the following table, gave increases in rates of pay to passenger conductors in main-line service of approximately 8 per cent and on branch-line trains of 7.1 per cent. On short turn-around trips rates to conductors were advanced slightly more than 13 per cent. To conductors in through and irregular freight services increases were given of 10.2 per cent and in local and pick-up freight service of 13.2 per cent.

Baggagemen and expressmen, passenger brakemen, and collectors in Chicago suburban passenger service had their rates of pay advanced by the arbitration award from 6.1 to 6.7 per cent. On short turn-around runs brakemen received increases in rates of pay of 11.1 per cent. Brakemen in through and irregular freight-train service received advances of 10.3 per cent and in local and pick-up freight service 11.1 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.....	\$0.0268	¹ \$0.029	\$0.0022	8.2	\$0.0155	¹ \$0.0165	\$0.001	6.5
Minimum monthly rate.....	125.00	135.00	10.00	8.0	75.00	82.50	7.50	10.0
Branch lines, per day ²	4.20	4.50	.30	7.1	2.75	2.75	.00	.0
Freight:								
Through and irregular, work, construction, snowplow, circus, or wreck train service, per mile.....	.0363	¹ .04	.0037	10.2				
Way freight, local, pick-up, and drop, per mile.....	.03975	¹ .045	.00525	13.2				
Adrian and Fayette, etc., divisions, per mile.....	.0363	¹ .0411	.0048	13.2				
Miscellaneous short turn-around trips:								
Sharon branch, per mile.....	.0397	.045	.0053	13.4				
Hillsdale, Jonesville, etc., per month.....	95.00	107.54	12.54	13.2				
Ostego switch run, per month.....	90.00	101.88	11.88	13.2				

Class of service.	Joint baggage and expressmen.				Brakemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.....	\$0.0165	¹ \$0.0175	\$0.001	6.1	\$0.015	¹ \$0.016	\$0.001	6.7
Minimum monthly rate.....	79.00	86.50	7.50	9.5	70.00	76.50	6.50	9.3
Branch lines, per day ²					2.55	2.55	.00	.0
Miscellaneous short turn-around trips:								
Sharon branch, per mile.....					.027	.03	.003	11.1
Hillsdale, Jonesville, etc., per month.....					64.00	71.10	7.10	11.1
Ostego switch run, per month.....					59.00	65.55	6.55	11.1

Class of service.	Collectors in Chicago suburban service.				Flagmen or brakemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Minimum monthly rate.....	\$75.00	\$79.95	\$4.95	6.6				
Freight:								
Through and irregular, work, construction, snowplow, circus, or wreck train service, per mile.....					\$0.0242	¹ \$0.0267	\$0.0025	10.3
Way freight, local, pick-up, and drop, per mile.....					.027	¹ .03	.003	11.1
Adrian and Fayette, etc., divisions, per mile.....					.0242	¹ .0269	.0027	11.2

¹ 155 miles a day or over.

² Except Addison, Adrian, and Dundee run and Alliance division, in 1913, where rates were lower.

Rates of pay of conductors and trainmen.

Class of employees.	Standard rate per mile.		Minimum rate per day.	Regularly assigned passenger trainmen, monthly guaranty.		Overtime, per hour.		Branch lines, per day.		
	1910	1913 ¹	1913 ²	1910	1913	1910	1913	1910	1913 ³	
Passenger service:										
Conductors.....	\$0.0268	\$0.029	\$4.50	\$125.00	\$135.00	\$0.42	\$0.45	\$4.20	\$4.50	
Baggagemen.....	.0155	.0165	2.75	75.00	82.50	.25	.275	2.75	2.75	
Joint baggage and expressmen.....	.0165	.0175	2.88	79.00	86.50	.....	.....	.....	.....
Brakemen.....	.015	.016	2.55	70.00	76.50	.24	.255	2.55	2.55	
Collectors in Chicago suburban service.....	.....	.....	2.93	75.00	79.95	.25	.357	.....	.....
Flagmen or rear brakemen.....	.....	.....	2.60	.....	78.00	.....	.26	.....	2.60
Joint baggagemen and expressmen (Lansing division).....	.....	.....	.....	.....	82.50	.....	.....	.....	.....
<hr/>										
Class of employees.	Through and irregular freight, work, construction, snowplow, circus, or wreck train service.			Way freight, local, pick-up and drop service.		Adrian and Fayette, etc., divisions.				
	1910			1913 ¹		1910		1913 ¹		
<hr/>										
Freight service:										
Conductors, per mile.....	\$0.0363		\$0.04		\$0.03975		\$0.045		\$0.0411	
Flagmen or brakemen, per mile.....	.0242		.0267		.027		.03		.0269	
<hr/>										
Class of employees.							1910		1913	
<hr/>										
Miscellaneous short turn-around trips:										
Sharon branch—										
Conductors, per mile.....							\$0.0397		\$0.045	
Brakemen, per mile.....							.027		.03	
Hillsdale, Jonesville, etc.—										
Conductors, per month.....							95.00		107.54	
Brakemen, per month.....							64.00		71.10	
Ostego switch run—										
Conductors, per month.....							90.00		101.88	
Brakemen, per month.....							59.00		65.55	

¹ 155 miles a day, or over.² Less than 155 miles a day.³ Except Addison, Adrian, and Dundee run, and Alliance division in 1913, where rates were lower.

MAINE CENTRAL RAILROAD CO.

On this railroad passenger conductors, on a mileage basis for a standard day of 155 miles through the arbitration award, received an increase of 8.2 per cent in rates of pay and assistant conductors, baggagemen, and brakemen secured advances ranging from 6.5 to 7 per cent. Passenger conductors working under the conditions of a monthly guaranty had their minimum increased 8 per cent and baggagemen and brakemen 2.7 and 2 per cent, respectively.

In through-freight service the rates of pay of conductors were advanced 10.2 per cent by the arbitration award, brakemen 10.3 per cent, and flagmen 5.7 per cent. In local freight service the increases in rates of pay to conductors were 13.2 per cent, to brake-

men 11.1 per cent and to flagmen 7.1 per cent. Yard crews secured an addition of 1 cent an hour to their rates, which was equivalent to a 2.7 per cent increase to conductors and 2.9 per cent to brakemen.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Assistant conductors.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0215	\$0.023	\$0.0015	7.0
Regularly assigned passenger trainmen, monthly guaranty.....	125.00	126.00	1.00	8.0	100.00	100.00	.00	.0
Freight:								
Through and irregular, per mile ¹.....	.0363	.04	.0037	10.2				
Local freight, per mile ¹.....	.03975	.045	.00525	13.2				
Yard, average rate for groups 1, 2, and 3, day and night, per hour.....	.37	.38	.01	2.7				

Class of service.	Baggage men.				Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:												
Standard, per mile.....	\$0.0155	\$0.0165	\$0.001	6.5	\$0.015	\$0.016	\$0.001	6.7				
Regularly assigned passenger trainmen, monthly guaranty.....	75.00	77.00	2.00	2.7	70.00	71.40	1.40	2.0				
Freight:												
Through and irregular, per mile ¹.....					.0242	.0267	.0025	10.3	\$0.02525	\$0.0267	\$0.00145	5.7
Local freight, per mile ¹.....					.027	.03	.003	11.1	.028	.03	.002	7.1
Yard, average rate for groups 1, 2, and 3, day and night, per hour.....					.34	.35	.01	2.9				

¹ Runs of 100 miles or less, either straightaway or turn-around, paid for as 100 miles.

Rates of pay of conductors and trainmen.

Class of employees.	Rate per mile.		Regularly assigned passenger trainmen, monthly guaranty.		Passenger mileage allowance for each day used not less than—		Overtime, per hour.	
	1910	1913	1910 ¹	1913	1910	1913	1910 ²	1913
Passenger:					<i>Miles.</i>	<i>Miles.</i>		
Conductors.....	\$0.0268	\$0.029	\$125.00	\$126.00	157	155	\$0.42	\$0.45
Assistant conductors.....	.0215	.023	100.00	100.00	157	155	.33	.357
Baggagemen.....	.0155	.0165	75.00	77.00	177	166	.27	.275
Brakemen.....	.0150	.016	70.00	71.40	170	159	.25	.255
Flagmen or rear brakemen.....		.016		72.80		162		.26

Class of employees.	Through and irregular, per mile.		Local freight, per mile.		Work, snow-plow, or relief, per mile.		Freight overtime, per hour.			
	1910 ³		1910 ³		1910		1910		1913	
							Through.	Local.	Through.	Local.
Freight:										
Conductors..	\$0.03663	\$0.04	\$0.03975	\$0.045	\$0.0363	.....	\$0.363	\$0.3975	\$0.40	\$0.45
Flagmen....	.02525	.0267	.028	.03	.02525	.....	.2525	.28	.267	.30
Brakemen..	.0242	.0267	.027	.03	.0242	.....	.242	.27	.267	.30

Class of employees.	Group 1.		Group 2.		Group 3.	
	1910	1913	1910	1913	1910	1913
Yard: ⁴						
Day conductors, per hour.....	\$0.37	\$0.38	\$0.36	\$0.37	\$0.35	\$0.36
Day brakemen, per hour.....	.34	.35	.33	.34	.32	.33
Night conductors, per hour.....	.39	.40	.38	.39	.37	.38
Night brakemen, per hour.....	.36	.37	.35	.36	.34	.35

¹ Overtime does not count in guaranty except such time in excess of 10 hours as is made in regular assignment.

² 10 hours or less constitute a day's work. Overtime paid for on minute basis.

³ Runs of 100 miles or less, either straightaway or turn-around, paid for as 100 miles.

⁴ Overtime: Over 10 hours paid at established rates per hour, provided employees do not work more than 12 hours and 30 minutes, otherwise they are paid on minute basis.

MICHIGAN CENTRAL RAILROAD CO.

On the Michigan Central Railroad there is a general increase in rates of pay for passenger conductors shown as the result of the arbitration of about 8 per cent. The only exception is to be found in the hourly rates for switching at certain points, which were advanced from 36.3 cents to 45 cents, or 24 per cent. Baggagemen and passenger brakemen on a mileage basis were advanced 6.5 and 6.7 per cent, respectively, and on the basis of monthly guaranties from 8 to 10 per cent. For switching service at various points, baggagemen hourly rates were advanced from 24.2 to 27.5 cents, or 13.6 per cent.

Conductors and brakemen in through freight service when working on a mileage basis had their rates increased as the result of the award of the arbitration board slightly more than 10 per cent. On local

freight trains conductors received advances in rates of pay per mile of 13.2 per cent and brakemen 11.1 per cent. Yardmen had their rates of pay increased 1 cent an hour, or from 2.6 to 2.9 per cent.

On the Canada division conductors working on a monthly guaranty were advanced 13.2 per cent and baggagemen and brakemen 11.1 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.	
	Rate.		Increase.		Rate.	
	1910	1913	Amount.	Per cent.	1910	1913
Passenger:						
Standard, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0155	\$0.0165
Minimum monthly guaranty.....	125.00	135.00	10.00	8.0	75.00	82.50
Exceptions—						
No. 1, Battle Creek division, per day.....	4.20	4.545	.345	8.2	2.75	2.926
No. 2, South Haven, South Bend, S. B. & N. W. division, Welland and Niagara Falls, Joliet, Air Line, Benton, Harbor, east division trains 25 and 26; rates for the calendar working days of the month, per month.	115.00	124.20	9.20	8.0	70.00	75.60
S. B. & N. W. division for switching at Pinconning and Gladwin, per hour.....	.363	.45	.087	24.0		
Bridge division, Niagara division, St. Clair division, Michigan Midland division, per month.....	100.00	108.00	8.00	8.0	65.00	70.20
North Midland division, per month.....	100.00	108.00	8.00	8.0	67.75	73.17
For switching at Midland, per hour.....	.363	.45	.087	24.0	.242	.275
Cano branch, per month.....	100.00	108.00	8.00	8.0	65.00	70.20
London Division, per month.....	100.00	108.00	8.00	8.0	65.00	70.20
For switching at London, per hour.....	.363	.45	.087	24.0	.242	.275
On trains Nos. 156, 157, 158, 159, on Mackinaw division—four crews per month.....	125.00	125.00	.00	.0	75.00	75.00
Welland-Niagara Falls, mixed, per month.....	115.00	124.20	9.20	8.0	75.00	81.00
Freight:						
Through, per mile.....	.0363	.04	.0037	10.2		
Way, local, etc., per mile.....	.03975	.045	.00525	13.2		
Monthly guaranty.....	115.00	135.00	20.00	17.4		
Ypsilanti crews, per hour.....	.37	.38	.01	2.7		
Yard, average rate, day and night, per hour.....	.38	.39	.01	2.6		
Canada division:						
Amherstburg division, one crew, per month.....	90.00	101.88	11.88	13.2	65.00	72.21
Petrolia division, one crew and brakemen when wanted, per month.....	90.00	101.88	11.88	13.2	65.00	72.21
Leamington division, one crew, per month.....	90.00	101.88	11.88	13.2	67.50	75.00

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Baggagemen.		Brakemen.			
	Increase.		Rate.		Increase.	
	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:						
Standard, per mile.....	\$0.001	6.5	\$0.015	\$0.016	\$0.001	6.7
Minimum monthly guaranty.....	7.50	10.0	70.00	76.50	6.50	9.3
Exceptions—						
No. 1, Battle Creek division, per day.....	.176	6.4	2.55	2.728	.178	7.0
No. 2, South Haven, South Bend, S. B. & N. W. division, Welland and Niagara Falls, Joliet, Air Line, Benton Harbor, east division trains 25 and 26—rates for the calendar working days of the month, per month.....	5.60	8.0	65.00	70.20	5.20	8.0
S. B. & N. W. division for switching at Pinconning and Gladwin, per hour.....			.242	.26	.018	7.4
Bridge division, Niagara division, St. Clair division, Michigan Midland division, per month.....	5.20	8.0	60.00	64.80	4.80	8.0
North Midland division, per month....	5.42	8.0	60.00	64.80	4.80	8.0
For switching at Midland, per hour....	.033	13.6	.242	.26	.018	7.4
Cano branch, per month.....	5.20	8.0	60.00	64.80	4.80	8.0
Loudon division, per month.....	5.20	8.0	60.00	64.80	4.80	8.0
For switching at Loudon, per hour.....	.033	13.6	.242	.26	.018	7.4
On trains Nos. 156, 157, 158, 159, on Mackinaw division—four crews, per month.....	.00	.0	70.00	70.00	.00	.0
Welland-Niagara Falls, mixed, per month.....	6.00	8.0				
Freight:						
Through, per mile.....			.0242	.0267	.0025	10.3
Way, local, etc., per mile.....			.027	.03	.003	11.1
Monthly guaranty.....			80.00	92.50	12.50	15.6
Ypsilanti crews, per hour.....			.34	.35	.01	2.9
Yard, average rate, day and night, per hour.....			.35	.36	.01	2.9
Canada division:						
Amherstburg division, one crew, per month.....	7.21	11.1	60.00	66.66	6.66	11.1
Petrolia division, one crew, and brakemen when wanted, per month.....	7.21	11.1	60.00	66.66	6.66	11.1
Leamington division, one crew, per month.....	7.50	11.1				

Rates of pay of conductors and trainmen.

Class of service.	Conductors.		Brakemen.	
	1910	1913	1910	1913
Freight:				
Through freight, per mile.....	\$0.0363	\$0.04	\$0.0242	\$0.0267
Way freight, local, etc., per mile.....	.03975	.045	.027	.03
Monthly guaranty.....	115.00	135.00	180.00	192.50
Ypsilanti crews, per hour.....	.37	.38	.34	.35

¹ Pool freight service.

Rates of pay of conductors and trainmen—Continued.

Class of service.	Conductors.		Baggagemen.		Brakemen.	
	1910	1913	1910	1913	1910	1913
Passenger:						
Standard, per mile.....	\$0.0268	¹ \$0.029	\$0.0155	¹ \$0.0165	\$0.015	¹ \$0.016
Overtime, per hour ².....	.42	.45	.25	.275	.24	.255
Do. ³.....	.35	.45	.24	.275	.23	.255
Regularly assigned trainmen, monthly guaranty.....	125.00	135.00	75.00	82.50	70.00	76.50
Exceptions—						
Battle Creek division, per day.....	4.20	4.545	2.75	2.926	2.55	2.728
South Haven, South Bend, South Bend & Northwestern division, Welland & Niagara Falls, Joliet, Air Line, Benton Harbor, east division trains 25 and 26, rates for the calendar working days of the month.....	115.00	124.20	70.00	75.60	65.00	70.20
South Bend & Northwestern division, for switching at Pinconning and Gladwin, per hour.....	.3630	.45	.....	.275	.242	.26
Bridge division, Niagara division, St. Clair division, Michigan Midland division, monthly.....	100.00	108.00	65.00	70.20	60.00	64.80
North Midland division, monthly.....	100.00	108.00	67.75	73.17	60.00	64.80
For switching at Midland, per hour.....	.363	.45	.242	.275	.242	.26
Caro Branch, per month ⁴	100.00	108.00	65.00	70.20	60.00	64.80
London division, per month.....	100.00	108.00	65.00	70.20	60.00	64.80
For switching at London, per hour.....	.363	.45	.242	.275	.242	.26
On trains Nos. 156, 157, 158, 159, on Mackinaw division, 4 crews, per month.....	125.00	125.00	75.00	75.00	70.00	70.00
Welland-Niagara Falls, mixed.....	115.00	124.20	75.00	81.00	.....	.....

	Day conductors.		Day brakemen.		Night conductors.		Night brakemen.	
	1910	1913	1910	1913	1910	1913	1910	1913
Yard service, all yards.....	\$0.37	\$0.38	\$0.34	\$0.35	\$0.39	\$0.40	\$0.36	\$0.37

Yard service.	Conductors.		Baggagemen.		Brakemen.	
	1910	1913	1910	1913	1910	1913
Canada division:						
Amherst division, one crew, per month.....	\$90.00	\$101.88	\$65.00	\$72.21	\$60.00	\$66.66
Petrolia division, one crew and brakemen when wanted, per month.....	90.00	101.88	65.00	72.21	60.00	66.66
Leamington division, one crew, per month.....	90.00	101.88	67.50	75.00	.....	.....

¹ Rate for runs of 155 miles per day and over. Runs of less than 155 miles: Conductors, \$4.50 per day; baggagemen, \$2.75 per day; brakemen, \$2.55 per day.

² For crews where conductors earn more than \$125 per month.

³ For crews where conductors earn less than \$125 per month.

⁴ One day off each week exclusive of Sunday.

NEW YORK CENTRAL & HUDSON RIVER RAILROAD CO.

As the result of the award of the arbitration board, conductors in main and branch line passenger service and on milk trains had their rates of pay advanced about 8 per cent. In through and irregular freight service increases to conductors on a mileage basis amounted to 10.2 per cent; and in local and pick-up freight service, to 13.2 per cent. Assistant conductors had their rates of pay advanced about 7 per cent.

Baggagemen employed on the basis of a standard day of 155 miles received an increase in rates of pay of 6.5 per cent, while in branch-line service on the basis of a monthly guaranty, they secured an increase of approximately 10 per cent as the result of the arbitration award.

The rates paid to passenger brakemen were from 6.7 to 11.4 per cent higher with the exception of one run at a rate 24 per cent higher after the award of the arbitration board. In through-freight service brakemen secured an advance in rates of pay of 10.3 per cent; in work and construction service, 6.8 per cent; and on local and pick-up freight, 11.1 per cent.

Yardmen had their rates advanced 1 cent an hour, which is equivalent to an increase of 2.7 to 2.9 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Assistant conductors.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0215	\$0.023	\$0.0015	7.0
Minimum allowance, per day.....	4.20	4.50	.30	7.1	3.35	3.57	.22	6.6
Monthly guaranty.....	125.00	135.00	10.00	8.0	100.00	106.57	6.57	6.6
Pay on trains between New York and Buffalo or Weehawken and Suspension Bridge and Buffalo, per mile.....	.024	.026	.002	8.3				
Branch passenger:								
Chenango branch, Syracuse crew, per month.....	105.00	113.40	8.40	8.0				
Chenango branch, Earlville crew, per month.....	122.00	131.76	9.76	8.0				
Hudson division; Thirtieth Street and Spuyten-Duyvil branch, per month.....	105.00	113.40	8.40	8.0				
Harlem division, Mehopac branch, per month.....	110.00	118.80	8.80	8.0				
Wellsboro branch, per month.....	115.00	124.20	9.20	8.0				
Morris Run branch, per month.....	115.00	124.20	9.20	8.0				
Walkill Valley branch—Kingston and Montgomery crew, per month.....	115.00	124.20	9.20	8.0				
Kingston & Campbell crew, per month.....	120.00	129.60	9.60	8.0				
Cape Vincent branch, per month.....	115.00	124.20	9.20	8.0				
Penn Yan branch, per month.....	115.00	124.20	9.20	8.0				
Roskiser branch, per month.....	105.00	113.40	8.40	8.0				

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Conductors.				Assistant conductors.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Milk trains:								
Mohawk division, per mile.	\$0.0268	\$0.029	\$0.0022	8.2				
Mohawk division, minimum wage per day.	4.60	4.98	.38	8.3				
St. Lawrence and Ontario division, per mile.	.0268	0.29	.0022	8.2				
St. Lawrence and Ontario division, minimum wage, per day.	4.60	4.98	.38	8.3				
Freight:								
Through and irregular, per mile.	.0363	.04	.0037	10.2				
Work, construction, and wreck train service, per mile.	.0363	.04	.0037	10.2				
Local freight, pick-up and drop service, per mile.	.03975	.045	.00525	13.2				
Yard, average rate for groups 1, 2, and 3, day and night, per hour.	.37	.38	.01	2.7				

Class of service.	Baggagemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.	\$0.0155	\$0.0165	\$0.001	6.5	\$0.01525	\$0.016	\$0.00075	4.9
Minimum allowance, per day	2.75	2.75	.00	.0				
Monthly guaranty.	75.00	82.50	7.50	10.0	72.50	78.00	5.50	7.6
Pay on trains between New York and Buffalo, or Weehauken and Suspension Bridge and Buffalo, per mile.	.0139	.0149	.001	7.2	.0137	.0146	.0009	6.6
Branch passenger:								
Chenango branch, Syracuse crew, per month.	62.00	68.20	6.20	10.0				
Chenango branch, Earlville crew, per month.	70.00	77.00	7.00	10.0				
Hudson division; Thirtieth Street and Spuyten-Duyvil branch, per month.	60.00	66.00	6.00	10.0				
Harlem division, Mehopac branch, per month.	66.00	72.50	6.50	9.8				
Wellsboro branch, per month	69.09	75.90	6.81	9.9				
Morris Run branch, per month.								
Walkill Valley Branch—								
Kingston and Montgomery crew, per month.	69.00	75.90	6.90	10.0				
Kingston and Campbell crew, per month.	69.00	75.90	6.90	10.0				
Cape Vincent Branch, per month.	69.00	75.90	6.90	10.0				
Penn Yan branch, per month.	69.00	75.90	6.90	10.0				
Freight:								
Through and irregular, per mile.					.02525	.0267	.00145	5.7
Work, construction, and wreck train service, per mile.					.02525	.0267	.00145	5.7
Local freight, pick-up and drop service, per mile.					.028	.03	.002	7.1

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Brakemen.				Milk messengers, baggagemen, and trainmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Standard, per mile.....	\$0.015	\$0.016	\$0.001	6.7				
Minimum allowance, per day.....	2.55	2.55	.00	.0				
Monthly guaranty.....	70.00	76.50	6.50	9.3				
Pay on trains between New York and Buffalo or Weehawken and Suspension Bridge and Buffalo, per mile.....	.0134	.0143	.0009	6.7				
Branch passenger:								
Chenango branch, Syracuse crew, per month.....	62.00	69.08	7.08	11.4				
Chenango branch, Earlville crew, per month.....	70.00	78.00	8.00	11.4				
Hudson division; Thirtieth Street and Spuyten-Duyvil branch, per month.....	60.00	66.85	6.85	11.4				
Harlem division, Mahopae branch, per month.....	62.00	69.08	7.08	11.4				
Wellsboro branch.....	¹ .0242	¹ .0267	.0025	10.3				
Morris Run branch, per month.....	¹ .0242	1.03	.0058	24.0				
Walkill Valley branch—								
Kingston and Montgomery crew, per month.....	69.00	76.88	7.88	11.4				
Kingston and Campbell crew, per month.....	69.00	76.88	7.88	11.4				
Cape Vincent branch, per month.....	65.00	72.43	7.43	11.4				
Penn Yan branch, per month.....	69.00	76.88	7.88	11.4				
Milk train:								
Mohawk division, per mile.....					\$0.0155	\$0.0165	\$0.001	6.5
Mohawk division, minimum wage per day.....					2.75	2.93	.18	6.5
St. Lawrence and Ontario division, per mile.....					.0155	.0165	.001	6.5
St. Lawrence and Ontario division, minimum wage per day.....					2.75	2.93	.18	6.5
Freight:								
Through and irregular, per mile.....	.0242	.0267	.0025	10.3				
Work, construction, and wreck train service, per mile ².....	.025	.0267	.0017	6.8				
Local freight, pick-up and drop service, per mile ³.....	.027	.03	.003	11.1				
Yard, average rate for groups 1, 2, and 3, day and night, per hour.....	.34	.35	.01	2.9				

¹ Per mile.

² Including "ballast and filling" service in 1910; and snowplow and circus train service in 1913.

³ Including "mine" service in 1913.

Rates of pay of conductors and trainmen.

Class of employ- ees.	Standard rate per mile.		Minimum al- lowance per day.		Regularly as- signed pas- senger train- men, month- ly guaranty.		Overtime per hour.		Pay on trains be- tween New York and Buffalo or Weehawken and S u s p e n s i o n Bridge and Buf- falo, permile.	
	1910	1913	1910	1913	1910	1913	1910	1913	1910	1913
Passenger serv- ice:	<i>Cents.</i>	<i>Cents.</i>					<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Conductors ..	2.68	2.90	\$4.20	\$4.50	\$125.00	\$135.00	42	45.	2.40	2.60
Assistant conductors ..	2.15	2.30	3.35	3.57	100.00	106.57	33	35.7		
Baggagemen ..	1.55	1.65	2.75	2.75	75.00	82.50	25	27.5	1.39	1.49
Flagmen	1.525	1.60		2.60	72.50	78.00	24	26.0	1.37	1.46
Brakemen ..	1.50	1.60	2.55	2.55	70.00	76.50	24	25.5	1.34	1.43

Class of employees.	Chenango branch, Syracuse crew.		Chenango branch, Earlville crew.		Hudson division, Thirtieth Street and Spuyten Duyvil branch.	
	1910	1913	1910	1913	1910	1913
Branch passenger:						
Conductors, per month.....	\$105.00	\$113.40	\$122.00	\$131.76	\$105.00	\$113.40
Baggagemen, per month.....	62.00	68.20	70.00	77.00	60.00	66.00
Brakemen, per month.....	62.00	69.08	70.00	78.00	60.00	66.85

Class of employees.	Harlem division, Mahopac branch.		Wellsboro branch.		Morris Run branch.	
	1910	1913	1910	1913	1910	1913
Branch passenger:						
Conductors, per month.....	\$110.00	\$118.80	\$115.00	\$124.20	\$115.00	\$124.20
Baggagemen, per month.....	66.00	72.50	69.09	75.90	(²)	(²)
Brakemen, per month.....	62.00	69.08	(¹)	(¹)		

Class of employees.	Walkill Valley branch, Kings- ton and Mont- gomery crew.		Walkill Valley branch, Kings- ton and Camp- bell crew.		Cape Vincent branch.	
	1910	1913	1910	1913	1910	1913
Branch passenger:						
Conductors, per month.....	\$115.00	\$124.20	\$120.00	\$129.60	\$115.00	\$124.20
Baggagemen, per month.....	69.00	75.90	69.00	75.90	69.00	75.90
Brakemen, per month.....	69.00	76.88	69.00	76.88	65.00	72.43

Class of employees.	Penn Yan branch.		Phillipsburg branch		Rossiter branch.	
	1910	1913	1910	1913	1910	1913
Branch passenger:						
Conductors, per month.....	\$115.00	\$124.20	\$110.00		\$105.00	\$113.40
Baggagemen, per month.....	69.00	75.90				
Brakemen, per month.....	69.00	76.88	62.00			

¹ Through freight rates, 2.67 cents per mile.² Through freight rates, 3 cents per mile.

Rates of pay of conductors and trainmen—Continued.

Class of employees.	Mohawk division.		St. Lawrence and Ontario division.	
	1910	1913	1910	1913
Milk trains:				
Conductors, per mile.....	\$0.0268	\$0.029	\$0.0268	\$0.029
Minimum daily wage.....	4.60	4.98	4.60	4.98
Milk messengers, baggagemen, and trainmen, per mile.....	.0155	.0165	.0155	.0165
Minimum daily wage.....	2.75	2.93	2.75	2.93

Class of employees.	Through and irregular freight.		Local freight: Pick-up and drop service. ¹		Work, construction, and wreck train service. ²	
	1910	1913	1910	1913	1910	1913
Freight service:	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Conductors, per mile.....	3.63	4	3.975	4.5	3.63	4
Flagmen, per mile.....	2.525	2.67	2.8	3	2.525	2.67
Brakemen, per mile.....	2.42	2.67	2.7	3	2.5	2.67

Class of employees.	Group 1.		Group 2.		Group 3.	
	1910	1913	1910	1913	1910	1913
Yard rates:	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Day conductors, per hour.....	37	38	36	37	35	36
Day brakemen, per hour.....	34	35	33	34	32	33
Night conductors, per hour.....	39	40	38	39	37	38
Night brakemen, per hour.....	36	37	35	36	34	35

¹ Including mine service in 1913.² Including ballast and filling service in 1910 and snowplow and circus-train service in 1913.

Specified runs.—Trains running between the following points are local pick-up and drop trains with the increase of 1913 over 1910 shown in above columns: East Rochester and Canandaigua, East Rochester and Charlotte, East Rochester and Fairport, East Buffalo and Oakfield, East Buffalo and Suspension Bridge, Depew special, De Witt and Syracuse, De Witt and Auburn, Lyons and Auburn via Geneva, Frankfort and New York Mills, Troy and Renesselaer; Troy, Green Island; Cohoes, and B. & M. yard; Utica and Broad Street, Weehawken and Cornwall, Weehawken and Kingston, Kingston and New Paltz, Kingston and Ravenna, Ravenna and Albany, Ravenna and Newburgh, Weehawken and Newburgh, and Congers ice train.

NEW YORK, CHICAGO & ST. LOUIS RAILROAD CO.

On this railroad the increase to passenger conductors growing out of the award of the arbitration board, averaged on the basis of specified runs, was 8.0 per cent; to passenger brakemen, 4.3 per cent; and to baggagemen, 3.8 per cent.

In through-freight service conductors and brakemen had their rates of pay advanced 10 per cent, and in local and pick-up freight-train service conductors were allowed an increase of slightly more than 13 per cent, and brakemen an advance of slightly more than 11 per cent.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Brakemen.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger: Average rate for specified runs.....	\$5.25	\$5.67	\$0.42	8.0	\$3.03	\$3.16	\$0.13	4.3	\$3.20	\$3.32	\$0.12	3.8
Through freight: Average rate for specified runs.....	4.64	5.10	.46	10.0	3.09	3.40	.31	10.0	.....	.....	.....	.....
Pick-up rates: Average rate for specified runs.....	5.06	5.74	.68	13.4	3.45	3.83	.38	11.0	.....	.....	.....	.....
Local freight rates: Average rate for specified runs.....	4.04	4.57	.53	13.1	2.74	3.05	.31	11.3	.....	.....	.....	.....
Work-train rates: All divisions.....	3.70	4.00	.30	8.1	2.65	2.67	.02	0.8	.....	.....	.....	.....

Class of service.	Foremen.				Helpers.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Yard: Average rate, day and night, for—								
Buffalo, Conneaut, Cleveland, Bellevue, and Fort Wayne, per hour.....	\$0.38	\$0.39	\$0.01	2.6	\$0.35	\$0.36	\$0.01	2.8
Chicago, per hour.....	.38	.40	.02	5.3	.35	.37	.02	5.7
Erie and Fostoria, day only, per hour.....	.36	.37	.01	2.8	.33	.34	.01	3.0

Rates of pay of conductors and trainmen.

Runs.	Mileage.		Conductors.		Brakemen.		Baggage-men.		Overtime after—	
	1910	1913	1910	1913	1910	1913	1910	1913	1910	1913
Passenger:									Hours.	Hours.
Buffalo to Bellevue or reverse...	248	248	\$6.65	\$7.19	\$3.70	\$3.97	\$3.85	\$4.09	(1)	12-24
Bellevue to Chicago or reverse...	275	275	7.35	7.98	4.10	4.40	4.25	4.54	(1)	13-45
Cleveland to Chicago or reverse...	340						5.25		(1)	.....
Buffalo to Erie or reverse.....	88	88	4.20	4.50	2.55	2.55	2.75	2.75	10	.....
Buffalo to Cleveland or reverse...	184	184	4.90	5.34	2.75	2.94	2.85	3.04	10	9-12
Cleveland to Bellevue and return...	128	128	4.20	4.50	2.55	2.55	2.75	2.75	10	8
Cleveland to Dover and return...			4.20	4.50	2.55	2.55	2.75	2.75	10	(2)
Rate for overtime per hour, all runs..			.42	.45	.25	.255	.27	.275	.....	.....
Through freight:										
Buffalo Junction to Conneaut or reverse.....	114	114	4.15	4.56	2.75	3.04			11-24	11-24
Conneaut to Bellevue or reverse...	132	132	4.80	5.28	3.20	3.52			13-12	13-12
Conneaut to Bellevue or reverse via South Lorain.....		137		5.94		3.96				13-42
Bellevue to West Fort Wayne or reverse.....	124	124	4.50	4.96	3.00	3.31			12-24	12-24
West Fort Wayne to Stony Island or reverse.....	140	140	5.10	5.60	3.40	3.74			14	14
Rate for overtime per hour, all runs..			.36	.45	.24	.30				

¹ 2 hours more than schedule time, pro rata.

² 8 hours on or held for duty 12 hours.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Flagmen.				Switchmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Freight:								
Through and irregular, per mile.....	\$0.02525	\$0.0267	\$0.00145	5.7				
Local or pick-up, per mile.....	.028	.03	.002	7.1				
Work, construction, snow-plow, or wrecking trains, per mile.....	.02525	.0267	.00145	5.7				
Yard:								
10 hours—								
Average rate, day and night, per hour.....					\$0.35	\$0.36	\$0.01	2.9
8 hours—								
First trick, per day.....					2.72	2.80	.08	2.9
Second trick, per day.....					2.80	2.88	.08	2.9
Third trick, per day.....					2.88	2.96	.08	2.8

Rates of pay of conductors and trainmen.

Class of service.	Conductors.		Assistant conductors and ticket collectors.	
	1910	1913	1910	1913
Passenger:				
Standard, steam and electric, per mile.....	\$0.0268	\$0.029	\$0.0215	\$0.023
Minimum mileage allowance, per day.....	¹ 157	¹ 155	¹ 156	¹ 155
Regularly assigned passenger trainmen, monthly guaranty.....	125.00	125.00	100.00	100.00
Freight:				
Through and irregular, per mile.....	.0363	.04		
Local or pick-up, per mile.....	.03975	.045		
Work, construction, snow-plow or wrecking trains, per mile.....	.0363	.04		
Overtime:				
Passenger, per hour.....	.42	.45	.33	.357
Through freight: Work, construction, snow-plow, or wrecking trains, per hour.....	.363	.40		
Local or pick-up freight, per hour.....	.3975	.45		

Class of service.	Baggagemen.		Flagmen.		Brakemen.	
	1910	1913	1910	1913	1910	1913
Passenger:						
Standard, steam and electric, per mile.....	\$0.0155	\$0.0165		\$0.016	\$0.015	\$0.016
Minimum mileage allowance, per day.....	¹ 177	¹ 166		¹ 162	¹ 170	¹ 159
Regularly assigned passenger trainmen; monthly guaranty.....	75.00	77.35		72.35	70.00	72.35
Freight:						
Through and irregular, per mile.....			\$0.02525	.0267	.0242	.0267
Local or pick-up, per mile.....			.028	.03	.027	.03
Work, construction, snow-plow, or wrecking trains, per mile.....			.02525	.0267	.0242	.0267
Overtime:						
Passenger, per hour.....	.27	.275		.26	.25	.255
Through freight: Work, construction, snow-plow, or wrecking trains, per hour.....			.2525	.267	.242	.267
Local or pick-up freight, per hour.....			.28	.30	.27	.30

¹ Miles.

Rates of pay of conductors and trainmen—Continued.

Yard service.	Conductors.		Switchmen.		Brakemen.	
	1910	1913	1910	1913	1910	1913
10 hours:						
Day, per hour.....	\$0.37	\$0.38	\$0.34	\$0.35	\$0.34	\$0.35
Night, per hour.....	.39	.40	.36	.37	.36	.37
8 hours:						
First trick, per day.....	2.96	3.04	2.72	2.80	2.72	2.80
Second trick, per day.....	3.04	3.12	2.80	2.88	2.80	2.88
Third trick, per day.....	3.12	3.20	2.88	2.96	2.88	2.96

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

NEW YORK, ONTARIO & WESTERN RAILWAY CO.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of employees.	Passenger, per mile.		Increase.		Through and irregular freight, work, wreck, construction, and snowplow, per mile.		Increase.	
	1911	1914	Amount.	Per cent.	1911	1914	Amount.	Per cent.
Conductors.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0363	\$0.04	\$0.0037	10.2
Baggagemen.....	.0155	.0165	.001	6.5	.02525	.0267	.00145	5.7
Flagmen or rear trainmen.....	.015	.016	.001	6.7				
Trainmen.....								

Class of employees.	Passenger, per day.		Increase.		Local or pick-up, per mile.		Increase.	
	1911 ¹	1914 ²	Amount.	Per cent.	1911 ³	1914 ³	Amount.	Per cent.
Conductors.....	\$4.20	\$4.50	\$0.30	7.1	\$0.03975	\$0.045	\$0.00525	13.2
Baggagemen.....	2.75	2.75	.00	0.0				
Flagmen of rear trainmen.....					.028	.03	.002	7.1
Trainmen.....	2.55	2.55	.00	0.0				

Class of employees.	Milk train, per day.		Increase.		Yard service, per day.		Increase.	
	1911	1914	Amount.	Per cent.	1911	1914	Amount.	Per cent.
Conductors.....	\$3.93	\$4.33	\$0.40	10.2				
Flagmen (through milk).....	2.52	2.68	.16	6.4				
Flagmen (local milk).....	2.65	2.91	.26	9.8				
Trainmen (through milk).....	2.42	2.68	.26	10.7				
Trainmen (local milk).....	2.55	2.81	.26	10.2				
Yard conductors:								
Day.....					\$3.50	\$3.60	\$0.10	2.9
Night.....					3.70	3.80	.10	2.7
Yardmen:								
Day.....					3.20	3.30	.10	3.1
Night.....					3.40	3.50	.10	2.9

¹ Any excess of mileage over 150 miles per day paid at mileage rates.

² Applicable only to runs of less than 155 miles per day.

³ Runs of 100 miles or less, either straightaway or turn around, paid for as 100 miles.

Rates of pay of conductors and trainmen.

Class of employees.	Passenger, per mile.		Passenger, per day.		Through and irregular freight, work, wreck, construction, and snow-plow per mile.	
	1911	1914	1911 ¹	1914 ²	1911	1914
Conductors.....	\$0.0268	\$0.029	\$4.20	\$4.50	\$0.0363	\$0.04
Baggagemen.....	.0155	.0165	2.75	2.75		
Flagmen or rear trainmen.....		.016		2.60	.02525	.0267
Trainmen.....	.015	.016	2.55	2.55		.0267
Brakemen.....					.0242	

Class of employees.	Local or pick-up, per mile.		Milk train, per day.		Yard service, per day.	
	1911	1914 ³	1911	1914	1911	1914
Conductors.....	\$0.03975	\$0.045	\$3.93	\$4.33		
Flagmen or rear trainmen.....	.028	.03				
Trainmen.....		.03				
Brakemen.....	.027					
Flagmen (through milk).....			2.52	2.68		
Flagmen (local milk).....			2.65	2.91		
Trainmen (through milk).....			2.42	2.68		
Trainmen (local milk).....			2.55	2.81		
Yard conductors:						
Day.....					\$3.50	\$3.60
Night.....					3.70	3.80
Yardmen:						
Day.....					3.20	3.30
Night.....					3.40	3.50

¹ Any excess of mileage over 150 miles per day paid at mileage rates.² Applicable only to runs of less than 155 miles per day.³ Runs of 100 miles or less either straightaway or turn around paid for as 100 miles.

PHILADELPHIA & READING RY. CO.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.				Flagmen or rear brakemen.			
	Rate.		Increase.		Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:												
Runs of 155 miles or over, per mile.....	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0155	\$0.0165	\$0.001	6.5	\$0.0152	\$0.016	\$0.0008	5.3
Runs of less than 155 miles, per day.....	4.20	4.50	.30	7.1	2.75	2.75	.00	.0				
Freight:												
Through and irregular, work, construction, wreck train, etc., per mile.....	.0363	.04	.0037	10.2								
Local-freight service, per mile.....	.03975	.045	.00525	13.2								
Yard: Average rate for groups 1 and 2, day and night, per hour.....	.365	.375	.01	2.7								

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Runs of 155 miles or over, per mile.....	\$0.015	\$0.016	\$0.001	6.7				
Runs of less than 155 miles, per day.....	2.55	2.55	.00	.0				
Freight:								
Through and irregular, work, construction, wreck train, etc., per mile.....	.0242	.0267	.0025	10.3	\$0.02525	\$0.0267	\$0.00145	5.7
Local-freight service, per mile.....	.027	.03	.003	11.1	.028	.03	.002	7.1
Yard: Average rate for groups 1 and 2, day and night, per hour.....	.335	.345	.01	3.0				

Rates of pay of conductors and trainmen.

Class of employees.	Runs of 155 miles or over, per mile.		Runs of less than 155 miles, per day.		Overtime, per hour.		Regularly assigned passenger trainmen, monthly guaranty.	
	1910	1913	1910	1913	1910 ¹	1913	1910	1913
Passenger:								
Conductors.....	\$0.0268	\$0.029	\$4.20	\$4.50	\$0.42	\$0.45		\$135.00
Assistant conductors.....		.023		3.57		.357		
Baggagemen.....	.0155	.0165	2.75	2.75	.25	.275		82.50
Flagmen and rear brakemen.....	.0152	.016		2.60		.26		78.00
Brakemen.....	.015	.016	2.55	2.55	.24	.25		76.50
Through and irregular freight, work, construction, wreck train, etc.:								
Conductors.....	.0363	.04			(2)	(2)		
Flagmen.....	.02525	.0267			(2)	(2)		
Brakemen.....	.0242	.0267			(2)	(2)		
Local freight service:								
Conductors.....	.03975	.045						
Flagmen.....	.028	.03						
Brakemen.....	.027	.03						

Class of employees.	Rate per hour.			
	Group 1.		Group 2.	
	1910	1913	1910	1913
Yard service: ³				
Day conductors.....	\$0.36	\$0.37	\$0.35	\$0.36
Day brakemen.....	.33	.34	.32	.33
Night conductors.....	.38	.39	.37	.38
Night brakemen.....	.35	.36	.34	.35

¹ On short turn-around runs no single trip of which exceeds 80 miles. Overtime on runs of 155 miles per day or over on basis of 20 miles per hour.

² Overtime, 1910-1913: On runs of 100 miles or less, overtime paid for all time in excess of 10 hours, and on runs of over 100 miles overtime paid for the time used in excess of the time necessary to complete the trip at an average speed of 10 miles per hour.

³ Ten hours or less constitute a day. Overtime pro rata. In computing overtime actual time used.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in Article E of the award in terms of percentages.

RUTLAND RAILROAD CO.

As a result of the arbitration award passenger conductors on the Rutland Railroad had their rates of pay advanced by amounts ranging from 7.1 to 8.2 per cent of the rates in effect before the award. In freight service increases of from 10.2 to 13.2 per cent were granted.

Increases in rates of pay in passenger service, in the case of baggagemen ranged from 6.4 to 6.5 per cent, and in the case of brakemen amounted to 6.7 per cent. Brakemen employed in through freight service received an increase of 10.3 per cent, and in local freight service an increase of 11.1 per cent.

Yardmen on this road received the usual increase of 1 cent per hour.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.	
	Rate.		Increase.		Rate.	
	1910	1913	Amount.	Per cent.	1910	1913
Passenger:						
Runs of 155 miles or over, per mile.....	\$0.0268	\$0.029	\$0.0032	8.2	\$0.0155	\$0.0165
Runs of less than 155 miles, per day.....	4.20	4.50	.30	7.1	2.75	2.75
Regularly assigned passenger and milk train employees, monthly guaranty.....	115.00	124.43	9.43	8.2	70.00	74.48
Freight:						
Through and irregular freight, per mile.....	.0363	.04	.0037	10.2		
Way freight, per mile.....	.03975	.045	.00525	13.2		
Yard:						
Average, Rutland yard, day and night, per hour.....	.37	.38	.01	2.7		
Average all other yards, day and night, per hour.....	.36	.37	.01	2.8		
Class of service.	Baggagemen.		Brakemen.			
	Increase.		Rate.		Increase.	
	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:						
Runs of 155 miles or over, per mile.....	\$0.001	6.5	\$0.015	\$0.016	\$0.001	6.7
Runs of less than 155 miles, per day.....	.00	.0	2.55	2.55	.00	.0
Regularly assigned passenger and milk train employees, monthly guaranty.....	4.48	6.4	65.00	69.35	4.35	6.7
Freight:						
Through and irregular freight, per mile.....			.0242	.0267	.0025	10.3
Way freight, per mile.....			.027	.03	.003	11.1
Yard:						
Average, Rutland yard, day and night, per hour.....			.34	.35	.01	2.9
Average all other yards, day and night, per hour.....			.33	.34	.01	3.0

Rates of pay of conductors and trainmen.

Passenger service.	Runs of 155 miles or over, per mile.		Runs of less than 155 miles, per day.		Overtime, per hour.		Regularly assigned passenger and milk train employees, monthly guaranty.	
	1910	1913	1910	1913	1910	1913	1910	1913
Conductors.....	\$0.0268	\$0.029	\$4.20	\$4.50	\$0.42	\$0.45	\$115.00	\$124.43
Baggagemen.....	.0155	.0165	2.75	2.75	.25	.275	70.00	74.48
Brakemen.....	.015	.016	2.55	2.55	.24	.255	65.00	69.35

Freight service.	Through and irregular freight, per mile.		Way freight, per mile.	
	1910	1913	1910	1913
Conductors.....	0.0363	\$0.04	\$0.03975	\$0.045
Brakemen.....	.0242	.0267	.027	.03

Yard service. ¹	Rutland yard, per hour.		All other yards, per hour.	
	1910	1913	1910	1913
Day conductors.....	\$0.36	\$0.37	\$0.35	\$0.36
Day brakemen.....	.33	.34	.32	.33
Night conductors.....	.38	.39	.37	.38
Night brakemen.....	.35	.36	.34	.35

¹ Ten hours or less constitute a day; overtime paid pro rata on the basis of actual minutes.

TOLEDO & OHIO CENTRAL RAILWAY CO.

The increases in rates of pay resulting from the application of the arbitration award by this railroad were approximately the same as those shown for the roads preceding.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger mileage runs, Columbus and Charleston, per mile...	\$0.0268	\$0.029	\$0.0022	8.2	\$0.0165	\$0.0165	\$0.00	0.0
Through freight, per mile.....	.0365	.04	.0035	9.6				
Yard, average rate, day and night:								
Toledo, Columbus, Corning, and Chauncey, per hour.....	.38	.39	.01	2.6				
Bucyrus, per hour.....	.365	.375	.01	2.7				
Kent and Findlay, per hour..	.355	.365	.01	2.8				
Other service:								
Locals, per day.....	4.00	4.50	.50	12.5				
Mine runs and roustabout, per day.....	3.70	4.50	.80	21.6				
Work, wreck, and circus, per day.....	3.65	4.00	.35	9.6				

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913—Continued.

Class of service.	Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger mileage runs, Columbus and Charleston, per mile...	\$0.015	\$0.016	\$0.001	6.7				
Through freight, per mile.....	.0245	.0267	.0022	9.0	\$0.0255	\$0.0267	\$0.0012	4.7
Yard, average rate, day and night:								
Toledo, Columbus, Corning and Chauncey, per hour.....	.35	.36	.01	2.9				
Bucyrus, per hour.....	.315	.325	.01	3.2				
Kent and Findlay, per hour.....	.305	.315	.01	3.3				
Other service:								
Locals, per day.....	2.70	3.00	.30	11.1	2.80	3.00	.20	7.1
Mine runs and roustabouts, per day.....	2.50	3.00	.50	20.0	2.55	3.00	.45	17.6
Work, wreck, and circus, per day.....	2.45	2.67	.22	9.0	2.55	2.67	.12	4.7

Rates of pay of conductors and trainmen.

Mileage runs, passenger service.	Miles.	Conductors, per mile.		Baggagemen, per mile.		Brakemen, per mile.	
		1910	1913	1910	1913	1910	1913
Toledo to Columbus, one way ¹	133	\$0.0268	² \$4.50	\$0.0165	² \$2.75	\$0.015	² \$2.55
Columbus to Charleston.....	204	.0268	.029	.0165	.0165	.0150	.0160
Columbus to St. Marys, r. t. ³	188	125.00	.029	75.00	.0165	70.00	.0160
Toledo to Thurston, r. t. ³	296	125.00	.029	75.00	.0165	70.00	.0160
Toledo to Bucyrus, r. t. ³		125.00	² 4.50	75.00	² 2.75	70.00	² 2.55
Regularly assigned passenger-train men; monthly guaranty.....			135.00		82.50		⁵ 76.50
Overtime ⁴.....		.42	.45	.25	.275	.24	.255

Through-freight service.	Conductors.		Brakemen.		Flagmen.		Overtime.
	1910	1913	1910	1913	1910	1913	
Rate per mile.....	\$0.0365	\$0.04	\$0.0245	\$0.0267	\$0.0255	\$0.0267	(10 miles per hour.)
Overtime ⁴.....	.365	.40	.245	.267	.25	.267	

Through-freight mileage allowed.	Whitmore or Bucyrus via H. V.	Columbus via H. V.	Corning.	Thurston and return.	Whitmore.	Fostoria and return.	Kenton and return.	Findlay and return.	St. Marys.	Bucyrus and return.
Columbus.....	122									
Corning.....		100		100						
West Columbus.....			100	100	128		117	173	100	
Bucyrus.....			115		100	100				
Whitmore.....						103				134

¹ Rates for 1910 computed on basis of mileage rate of \$0.0268 for conductors, \$0.0165 for baggagemen, and \$0.015 for brakemen.

² Rate per day.

³ 1910 figures show rate per month.

⁴ Rate per hour.

⁵ Rear trainmen \$78 per month.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

WESTERN MARYLAND RAILWAY CO.

The table for the road next submitted shows no variation from the usual increases resulting from the award of the arbitration board, and consequently requires no comment.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger, regularly assigned trainmen, monthly guaranty:								
Class A.....	\$125.00	\$135.00	\$10.00	8.0	\$75.00	\$82.50	\$7.50	10.0
Class B ¹	115.00	135.00	20.00	17.4	69.00	82.50	13.50	19.6
Regularly assigned trainmen called to service in addition to regular runs: ²								
1 hour or less.....	.42	.45	.03	7.1	.24	.275	.035	14.6
Over 1 hour and 5 hours or less	2.10	2.25	.15	7.1	1.20	1.38	.18	15.0
Over 5 hours or less than 10 hours.....	4.20	4.50	.30	7.1	2.65	2.75	.10	3.8
Freight, through and irregular, work, construction, or wrecking train service:								
Class A, per mile.....	.0363	.04	.0037	10.2				
Class B, per mile ¹.....	.035	.04	.005	14.3				
Local, pick-up, or drop service:								
Class A, per day.....	3.975	4.50	.525	13.2				
Class B, per day ¹	3.85	4.50	.65	16.9				
Yard, average rates for groups 1, 2, and 3, day and night, per hour.	.37	.38	.01	2.7				

Class of service.	Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger, regularly assigned trainmen, monthly guaranty:								
Class A.....	\$70.00	\$76.50	\$6.50	9.3				
Class B ¹	64.00	76.50	12.50	19.5				
Regularly assigned trainmen called to service in addition to regular runs: ²								
1 hour or less.....	.24	.255	.015	6.3				
Over 1 hour and 5 hours or less	1.20	1.28	.08	6.7				
Over 5 hours or less than 10 hours.....	2.55	2.55	.00	.0				
Freight, through and irregular, work, construction, or wrecking train service:								
Class A, per mile.....	.0242	.0267	.0025	10.3	\$0.02525	\$0.0267	\$0.00145	5.7
Class B, per mile ¹.....	.0235	.0267	.0032	13.6	.0245	.0267	.0022	9.0
Local, pick-up, or drop service:								
Class A, per day.....	2.70	3.00	.30	11.1	2.80	3.00	.20	7.1
Class B, per day ¹	2.60	3.00	.40	15.4	2.70	3.00	.30	11.1
Yard, average rates for groups 1, 2, and 3, day and night, per hour.	.34	.35	.01	3.0				

¹ Rates shown for Class B obtain until completion of connection between Western Maryland Ry. and the Pittsburgh & Lake Erie R. R., after which Class A rate will obtain.

² Service in excess of 100 miles not considered emergency work as in the meaning of this rule.

Rates of pay of conductors and trainmen.

Class of employees.	1910		1913		Regularly assigned trainmen; monthly guarantee.			Overtime (per hour).		
	Per mile.		Runs of 155 miles or over (per mile).	Runs of less than 155 miles, minimum rate (per day).	1910		1913	1910		1913
	Class A.	Class B ¹			Class A.	Class B ¹		Class A.	Class B ¹	
Passenger:										
Conductors.....	\$0.0268	\$0.025	\$0.029	\$4.50	\$125.00	\$115.00	\$135.00	\$0.42	\$0.41	\$0.45
Baggagemen (milk).....	.016	.015	.....	.....	80.00	73.00	.....	.26	.25	.31
Baggagemen.....	.0155	.0145	.0165	2.75	75.00	69.00	82.50	.25	.24	.275
Brakemen.....	.015	.014	.016	2.55	70.00	64.00	76.50	.24	.24	.255
Assistant conductors.....	.....	.....	.023	3.57	.....	.....	.....	.....	.....	.357
Flagmen or rear brakemen.....	.....	.....	.016	2.60	.....	.....	78.00	.....	.....	.26

Class of employees.	Regularly assigned passenger trainmen called to service in addition to regular run.					
	1910			1913		
	1 hour or less.	Over 1 hour and 5 hours or less.	Over 5 hours or less than 10 hours.	1 hour or less.	Over 1 hour and 5 hours or less.	Over 5 hours or less than 10 hours.
Passenger: ²						
Conductors.....	\$0.42	\$2.10	\$4.20	\$0.45	\$2.25	\$4.50
Baggagemen.....	.24	1.20	2.65	.275	1.38	2.75
Brakemen.....	.24	1.20	2.55	.255	1.28	2.55

Class of service.	Through and irregular freight, work, construction, or wrecking train service, per mile.			Local freight; pick-up or drop service per day.		
	1910		1913	1910		1913
	Class A.	Class B. ¹		Class A.	Class B. ¹	
Conductors.....	\$0.0363	\$0.035	\$0.04	\$3.975	\$3.85	\$4.50
Flagmen.....	.02525	.0245	.0267	2.80	2.70	3.00
Brakemen.....	.0242	.0235	.0267	2.70	2.60	3.00

Yard service.	1910 ³			1913 ⁴		
	Group 1.	Group 2.	Group 3.	Group 1.	Group 2.	Group 3.
Day conductors.....	\$0.37	\$0.36	\$0.35	\$0.38	\$0.37	\$0.36
Day brakemen.....	.34	.33	.32	.35	.34	.33
Night conductors.....	.39	.38	.37	.40	.39	.38
Night brakemen.....	.36	.35	.34	.37	.36	.35

¹ Rates shown for Class B obtain until completion of connection between Western Maryland Ry. and the Pittsburgh & Lake Erie R. R., after which Class A rate obtains.

² Service in excess of 100 miles not considered emergency work.

³ 10 hours or less constitute a day's work, overtime not commencing until after the expiration of 30 minutes in addition thereto, the 30 minutes reckoned as 1 hour.

⁴ 10 hours or less constitute a day's work. Overtime paid pro rata on basis of actual minutes worked or held for duty.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in Article E of the award in terms of percentages.

VANDALIA RAILROAD CO.

On all divisions of this railroad the advance in minimum daily rates of pay to passenger conductors as the result of the arbitration award was 7.1 per cent. Freight conductors in irregular freight

service received an increase of 10.2 per cent. In the case of work and wreck train service, neither conductors nor brakemen secured any advances in rates of pay.

On the St. Louis, Vincennes, Michigan, and Peoria divisions, brakemen in irregular freight service had their rates of pay increased slightly more than 10 per cent. The rates of pay in work and wreck train service were unchanged by the arbitration award. The increases in rates of pay allowed to yardmen ranged from 1.6 to 2.9 per cent. The trip rate for mixed trains between Decatur and Peoria was made 10 per cent higher for conductors and 10.3 per cent more for baggagemen and brakemen.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
St. Louis division:								
Passenger; minimum allowance, per day.....	¹ \$4.20	\$4.50	\$0.30	7.1	¹ \$2.75	\$2.75	\$0.00	0.0
Freight—								
Through and irregular, per mile.....	² .0363	.04	.0037	10.2	.....	.....	.....	.....
Piloting train, per hour.....	.50	.50	.00	.0	.....	.....	.....	.....
Work and wreck trains, per hour.....	.45	.45	.00	.0	.....	.....	.....	.....
Yard; average rates for groups 1, 2, 3, 4, and 5, day and night, per hour.....	.382	.388	.006	1.6	.....	.....	.....	.....
Vincennes division and Indianapolis Terminal division:								
Passenger—								
Minimum allowance, per day.....	¹ 4.20	4.50	.30	7.1	¹ 2.75	2.75	.00	.0
Irregular runs, per mile.....	.0268	.029	.0022	8.2	.0155	.0165	.001	6.5
Indianapolis and Vincennes, per round trip	7.42	7.42	.00	.0	4.20	4.20	.00	.0
Freight—								
Irregular runs, per mile.....	.0363	.04	.0037	10.2	.....	.....	.....	.....
Piloting trains, per hour.....	.50	.50	.00	.0	.....	.....	.....	.....
Work and wreck trains, per hour.....	.45	.45	.00	.0	.....	.....	.....	.....
Yard; average rates for groups 1, 2, and 3, day and night, per hour.....	.3767	.3833	.0066	1.8	.....	.....	.....	.....
Michigan division:								
Passenger; minimum allowance, per day.....	¹ 4.20	4.50	.30	7.1	¹ 2.75	2.75	.00	.0
Freight—								
Through and irregular, per mile.....	² .0363	.04	.0037	10.2	.....	.....	.....	.....
Piloting trains, per hour.....	.50	.50	.00	.0	.....	.....	.....	.....
Work and wreck service, per hour.....	.45	.45	.00	.0	.....	.....	.....	.....
Yard service; average rates for groups 1 and 2, day and night, per hour.....	.38	.39	.01	2.6	.....	.....	.....	.....
Peoria division:								
Passenger; minimum allowance, per day.....	¹ 4.20	³ 4.50	.30	7.1	¹ 2.75	³ 2.75	.00	.0
Freight—								
Through and irregular, per mile.....	² .0363	.04	.0037	10.2	.....	.....	.....	.....
Piloting trains, per hour.....	.50	.50	.00	.0	.....	.....	.....	.....
Work and wreck trains, per hour.....	.45	.45	.00	.0	.....	.....	.....	.....
Decatur and Peoria (mixed), per round trip.....	5.38	5.92	.54	10.0	3.02	3.33	.31	10.3
Yards; average rates, day and night—								
Decatur yard, per hour.....	.37	.38	.01	2.7	.....	.....	.....	.....
Paris yard, per hour.....	.37	.38	.01	2.7	.....	.....	.....	.....

¹ Irregular service. ² Irregular freight service, 1910. ³ Passenger runs of less than 155 miles per day.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration effective Nov. 10, 1913—Continued.

Class of service.	Brakemen.				Flagmen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
St. Louis division:								
Passenger; minimum allowance, per day.....	¹ \$2.55	\$2.55	\$0.00	0.0				
Freight—								
Through and irregular, per mile.....	² .0242	.0267	.0025	10.3				
Piloting trains, per hour.....	.50	.50	.00	.0				
Work and wreck trains, per hour.....	.285	.285	.00	.0				
Yard; average rates for groups 1, 2, 3, 4, and 5, day and night, per hour..	.352	.358	.006	1.7				
Vincennes division and Indianapolis Terminal division:								
Passenger—								
Minimum allowance, per day.....	¹ 2.55	2.55	.00	.0				
Irregular runs, per mile.....	.015	.016	.001	6.7				
Indianapolis and Vincennes, per round trip.....	3.96	3.96	.00	.0				
Freight—								
Irregular runs, per mile.....	.0242	.0267	.0025	10.3	\$0.0253	\$0.0267	\$0.0014	5.5
Piloting trains, per hour.....	.50	.50	.00	.0				
Work and wreck trains, per hour.....	.285	.285	.00	.0	.285	.285	.00	.0
Yard; average rates for groups 1, 2, and 3, day and night, per hour.....	.3467	.3533	.0066	1.9				
Michigan division:								
Passenger; minimum allowance, per day.....	¹ 2.55	2.55	.00	.0				
Freight—								
Through and irregular, per mile.....	² .0242	.0267	.0025	10.3				
Piloting trains, per hour.....	.50	.50	.00	.0				
Work and wreck service, per hour.....	.285	.285	.00	.0				
Yard service; average rates for groups 1 and 2, day and night, per hour.....	.35	.36	.01	2.9				
Peoria division:								
Passenger; minimum allowance, per day.....	¹ 2.55	³ 2.55	.00	.0				
Freight—								
Through and irregular, per mile.....	² .0242	.0267	.0025	10.3				
Piloting trains, per hour.....	.50	.50	.00	.0				
Work and wreck trains, per hour.....	.285	.285	.00	.0				
Decatur and Peoria (mixed), per round trip.....	2.82	3.11	.29	10.3				
Yards; average rates, day and night—								
Decatur yard, per hour.....	.34	.35	.01	2.9				
Paris yard, per hour.....	.34	.35	.01	2.9				

¹ Irregular service. ² Irregular freight service, 1910. ³ Passenger runs of less than 155 miles per day.

MICHIGAN DIVISION.

Rates of pay of conductors and trainmen.

Class of employees.	Passenger over-time (per hour).		Passenger service, minimum daily allowance (irregular runs).	
	1910	1913	1910 ¹	1913 ²
Passenger:				
Conductors.....	\$0.45	\$0.45	\$4.20	\$4.50
Baggagemen.....	.275	.275	2.75	2.75
Brakemen.....	.26	.255	2.55	2.55

Class of employees.	Irregular service (per mile).	Through and irregular service (per mile).	Piloting trains (per hour).		Work and wreck service (per hour).		Mine service (per mile).		Local freight (per mile).	
	1910 ³	1913	1910	1913	1910	1913	1910	1913	1910	1913
Freight and miscellaneous:										
Conductors.....	\$0.0363	\$0.04	\$0.50	\$0.50	\$0.45	\$0.45	.....	\$0.045	(4)	\$0.045
Brakemen.....	.0242	.0267	.50	.50	.285	.285	.....	.03	(4)	.03

Class of employees.	Group 1.		Group 2.	
	1910	1913	1910	1913
Yard service: ⁵				
Day conductors.....	\$0.37	\$0.38	\$0.37	\$0.38
Day brakemen.....	.34	.35	.34	.35
Night conductors.....	.39	.40	.39	.40
Night brakemen.....	.36	.37	.36	.37

¹ On regular passenger runs, 1910, rates of pay of conductors, \$3.15 to \$5.30 per trip; baggagemen, \$1.80 to \$2.90 per trip; brakemen, \$1.74 to \$2.79 per trip.

² Rates of pay for passenger conductors, baggagemen, and brakemen on runs of 155 miles per day or over, 2.9 cents, 1.65 cents, and 1.6 cents per mile, respectively, these rates obtaining whenever the miles made at such rates in a day amount to a greater sum than the minimum day rates.

³ On through freight runs, 1910, rates of pay, conductors, \$3.63 to \$5.60 per trip; brakemen, \$2.42 to \$3.82 per trip.

⁴ Rates of pay local freight service, 1910, conductors, \$4.40 to \$6.23 per trip; brakemen, \$2.97 to \$4.31 per trip.

⁵ Actual time, minimum 10 hours.

PEORIA DIVISION.

Rates of pay of conductors and trainmen.

Mixed service.	Overtime rates, passenger service (per hour).		Decatur & Peoria, round trip.		Irregular freight runs (per mile). ¹		Local freight (per mile).		Piloting trains (per hour).		Work and wreck trains (per hour).	
	1910	1913	1910	1913	1910	1913	1910	1913	1910	1913	1910	1913
Conductors.....	\$0.45	\$0.45	\$5.38	\$5.92	\$0.0363	\$0.04	(²)	\$0.045	\$0.50	\$0.50	\$0.45	\$0.45
Baggagemen.....	.275	.275	3.02	3.33								
Brakemen.....	.255	³ .255	2.82	3.11	.0242	.0267	(²)	.045	.50	.50	.285	.285

Mixed service.										Minimum daily allowance. ⁴	
										Irregular passen- ger runs.	Passen- ger runs of less than 155 miles per day.
										1910	1913
Conductors ⁵										\$4.20	\$4.50
Baggagemen ⁵										2.75	2.75
Brakemen ⁵										2.55	2.55

Yard service.	Decatur yard.		Paris yard.	
	1910	1913	1910	1913
Day conductors ⁵	\$0.36	\$0.37	\$0.36	\$0.37
Day brakemen ⁵.....	.33	.34	.33	.34
Night conductors ⁵.....	.38	.39	.38	.39
Night brakemen ⁵.....	.35	.36	.35	.36

¹ Rates for 1913 cover through freight runs also. Rates of pay conductors, through freight service, 1910, \$3.63 to \$6.47 per trip; brakemen, \$2.42 to \$4.31 per trip.

² Local freight runs, 1910, conductors, \$4.40 to \$6.23 per trip; brakemen, \$2.97 to \$4.31 per trip.

³ Rear brakemen, 26 cents per hour.

⁴ Rates of pay passenger conductors, baggagemen, and brakemen, 1913, on runs of 155 miles per day or over, 2.9 cents, 1.65, and 1.6 cents per mile, respectively, these rates obtaining whenever the miles made at such rates in a day amount to a greater sum than the minimum day rates. Rates of pay of conductors on regular passenger runs, 1910, \$2.68 to \$5.33 per trip; baggagemen, \$1.55 to \$3.15 per trip; brakemen, \$1.50 to \$3.07 per trip. Regular passenger runs, 1910, rates of pay, conductors, \$2.68 to \$5.33 per trip; baggagemen, \$1.55 to \$3.02 per trip; brakemen, \$1.50 to \$3.07 per trip.

⁵ Actual time; minimum, 10 hours.

ST. LOUIS DIVISION.

Rates of pay of conductors and trainmen.

Class of employees.	Irregular service.			
	Overtime, per hour.		Minimum allowance per day.	Minimum day rates.
	1910	1913	1910	1913 ¹
Passenger:				
Conductors.....	\$0.45	\$0.45	\$4.20	\$4.50
Baggagemen.....	.275	.275	2.75	2.75
Brakemen.....	.26	.255	2.45	2.55

Class of employees.	Irregular freight service (per mile).	Through and irregular freight service (per mile).	Piloting trains (per hour).		Work and wreck trains (per hour).		Mine service (per mile).		Local freight service (per mile.)	
	² 1910	1913	1910	1913	1910	1913	1910	1913	1910	1913
Freight and miscellaneous:										
Conductors.....	\$0.0363	\$0.04	\$0.50	\$0.50	\$0.45	\$0.45	.....	\$0.045	(³)	\$0.045
Brakemen.....	.0242	.0267	.50	.50	.285	.285	.....	.03	(³)	.03

Class of employees.	Group 1.		Group 2.		Group 3.		Group 4.		Group 5.	
	1910	1913	1910	1913	1910	1913	1910	1913	1910	1913
Yard service: ⁴										
Day conductors..	\$0.37	\$0.38	\$0.37	\$0.38	\$0.36	\$0.37	\$0.38	\$0.38	\$0.38	\$0.38
Day brakemen..	.34	.35	.34	.35	.33	.34	.35	.35	.35	.35
Night conductors.....	.39	.40	.39	.40	.38	.39	.40	.40	.40	.40
Night brakemen..	.36	.37	.36	.37	.35	.36	.37	.37	.37	.37

¹ Rates of pay for passenger conductors, baggagemen, and brakemen on runs of 155 miles or over, 2.9 cents, 1.65 cents, and 1.6 cents per mile, respectively, these rates obtaining whenever the miles made at such rates in a day amount to a greater sum than the minimum day rates. Passenger service, 1910, rates of pay: Conductors, \$2.68 to \$6.62 per trip; baggagemen, \$1.55 to \$3.83 per trip; and brakemen, \$1.50 to \$3.70 per trip.

² Through freight runs in 1910: Indianapolis and Terre Haute carried rates of \$3.63 and \$2.42; Indianapolis and Effingham, \$5.16 and \$3.43; Terre Haute and East St. Louis, \$6.20 and \$4.25; Terre Haute and Effingham, \$3.63 and \$2.42; Effingham and East St. Louis, \$3.73 and \$2.45; Indianapolis and East St. Louis, preferred, \$7.80 and \$5.20 per trip, respectively, for conductors and brakemen.

³ Local freight runs, 1910, rates for conductors, \$4 to \$6.30 per trip; brakemen, \$2.70 to \$4.31 per trip.

⁴ Actual time: Minimum 10 hours (all yards).

VINCENNES DIVISION AND INDIANAPOLIS TERMINAL DIVISION.

Rates of pay of conductors and trainmen.

Class of employees.	Passenger over- time rates (per hour).		Passenger service.		Irregular passen- ger runs (per mile).		Round trip be- tween Indianapo- lis and Vincen- nes (per round trip).	
			Irregular runs; minimum daily allow- ance.	Minimum day rates.				
	1910	1913	1910	1913	1910	1913	1910	1913
Passenger:								
Conductors.....	\$0.45	\$0.45	\$4.20	\$4.50	\$0.0268	\$0.029	\$7.42	\$7.42
Baggagemen.....	.275	.275	2.75	2.75	.0155	.0165	4.20	4.20
Brakemen.....	.255	.26	2.55	2.55	.015	.016	3.96	3.96
Class of employees.	Irregular freight runs (per mile).		Piloting trains (per hour).		Work and wreck trains (per hour).		Local freight (per mile).	
	1910	1913	1910	1913	1910	1913	1910	1913
Freight and miscel- laneous:								
Conductors.....	\$0.0363	\$0.04	\$0.50	\$0.50	\$0.45	\$0.45	(³)	\$0.045
Flagmen.....	.0253	.0267	.50	.50	.285	.285		
Brakemen.....	.0242	.0267	.50	.50	.285	.285	(³)	.03
Class of employees.			Group 1 (rate per hour).		Group 2 (rate per hour).		Group 3 (rate per hour).	
			1910	1913	1910	1913	1910	1913
Yard service: ⁴								
Day conductors.....			\$0.36	\$0.37	\$0.36	\$0.37	\$0.38	\$0.38
Day brakemen.....			.33	.34	.33	.34	.35	.35
Night conductors.....			.38	.39	.38	.39	.40	.40
Night brakemen.....			.35	.36	.35	.36	.37	.37

¹ On runs of 155 miles per day or over the pay of passenger conductors, baggagemen, and brakemen: 2.9 cents, 1.65 cents, and 1.6 cents per mile, respectively, these rates to obtain whenever the miles made at such rates in a day amount to a greater sum than the minimum day rates. Rates of pay passenger service, 1910: Conductors, \$2.68 to \$6.62 per trip; baggagemen, \$1.55 to \$3.83 per trip; brakemen, \$1.50 to \$3.70 per trip.

² Rates given for 1913 also apply to through freight. Through freight runs in 1910, Indianapolis and Vincennes, carried rates per trip of \$4.43, \$2.95, and \$3.08; Indianapolis and Bushrod, \$3.63, \$2.42, and \$2.53; Indianapolis and Bicknell, \$3.85, \$2.57, and \$2.68, respectively, for conductors, brakemen, and flagmen.

³ Rates of pay local freight service, 1910: Conductors, \$4.40; brakemen, \$2.97; and flagmen, \$3.08 per trip.

⁴ Actual time, minimum, 10 hours.

WHEELING & LAKE ERIE RAILROAD CO., WABASH-PITTSBURGH TERMINAL
RAILWAY CO., WEST SIDE BELT RAILROAD CO.

The comparison of rates of pay as set forth in the following table shows practically the same increases as those mentioned in the award of the arbitration board for the different classes of service.

The comparatively larger increase in mine-run service, amounting to 16 per cent, was allowed by the board on the ground of increased productivity of trainmen engaged in this branch of work.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Brakemen.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Passenger:								
Standard, per mile ¹	\$0.0268	\$0.029	\$0.0022	8.2	\$0.015	\$0.016	\$0.001	6.7
Regularly assigned trainmen monthly guarantee.....	125.00	135.00	10.00	8.0	70.00	76.50	6.50	9.3
All runs of less than 155 miles per day, minimum allowance for each day used, per day.....	4.20	4.50	.30	7.1	2.55	2.55	.00	.0
Freight:								
Through and irregular, per mile ².....	.0363	.04	.0037	10.2	.0242	.0267	.0025	10.3
Way freight, pick-up or drop, per mile ².....	.03975	.045	.00525	13.2	.027	.03	.003	11.1
Mine run, per mile ².....	.0388	.045	.0062	16.0	.0257	.03	.0043	16.7
Work train, wreck and helping, per mile.....	.0363	.04	.0037	10.2	.0242	.0267	.0025	10.3
Class of service.	Foremen.				Helpers.			
	Rate.		Increase.		Rate.		Increase.	
	1911	1913	Amount.	Per cent.	1911	1913	Amount.	Per cent.
Yard: Average rates for Groups 1 and 2, day and night, per hour.....	\$0.375	\$0.385	\$0.01	2.7	\$0.345	\$0.355	\$0.01	2.9

¹ Runs of 155 miles or over a day.

² Runs of 100 miles or less, either straightaway or turn-around, paid as 100 miles (1913).

Rates of pay of conductors and trainmen.

Class of employees.	Standard rate (per mile). ¹		Regularly assigned passenger trainmen, monthly guaranty.		Overtime (per hour).		All runs of less than 155 miles per day, minimum allowance for each day passenger trainmen are used.	
	1911	1913	1911	1913	1911	1913		
Passenger:								
Conductors.....	\$0.0268	\$0.029	\$125.00	\$135.00	\$0.42	\$0.45	\$4.20	\$4.50
Brakemen in milk cars.....	.0155		75.00		.27		2.75	
Brakemen.....	.015	.016	70.00	76.50	.25	.255	2.55	2.55
Assistant conductors and ticket collectors.....		.023				.357		3.57
Baggagemen.....		.0165		82.50		.275		2.75
Flagmen or rear-brakemen.....		.016		78.00		.26		2.60
Class of employees.	Through and irregular freight (per mile). ²		Way freight, pick-up or drop service (per mile).		Mine service (per mile).		Work train, wreck, and helping service (per mile).	
	1911	1913	1911 ³	1913 ²	1911	1913 ²	1911	1913 ²
Freight:								
Conductors.....	\$0.0363	\$0.04	\$0.03975	\$0.045	\$0.0388	\$0.045	\$0.0363	\$0.04
Flagmen.....		.0267	.028	.03		.03		.0267
Brakemen.....	.0242	.0267	.027	.03	.0257	.03	.0242	.0267
Class of employees.					1911 (per hour).		1913 (per hour).	
					Group 1.	Group 2.	Group 1.	Group 2.
Yard: ⁵								
Day foremen.....					\$0.37	\$0.38	\$0.36	\$0.37
Day helper.....					.34	.35	.33	.34
Night foremen.....					.39	.40	.38	.39
Night helper.....					.36	.37	.35	.36

¹ Runs of 155 miles or over a day.² Runs of 100 miles or less, either straightaway or turn-around, paid as 100 miles.³ Mileage in excess of 100 miles in any day paid for pro rata.⁴ Foremen.⁵ 10 hours or less constitutes a day's work; overtime on basis of actual minutes worked.

NOTE.—Increases in 1913 over 1910 for services not specified are shown in article E of the award in terms of percentages.

ZANESVILLE & WESTERN RAILWAY CO.

Passenger conductors on this road had their rates of pay increased from 5 to 6.4 per cent by the award of the board of arbitration. In through freight service conductors secured an advance of 9.6 per cent in work and wreck train service of 8.1 per cent, in mine-run service of 21.6 per cent, and on local or way freight of 13.2 per cent.

Advances made to brakemen were from 6.2 to 10.1 per cent in passenger service, 9 per cent in through freight service, 6.8 per cent in work and wreck train service, 20 per cent on mine and switch runs, and 11.1 per cent for local way freight service.

Yardmen on this road received the usual increase of 1 per cent per hour for both day and night service, which was equivalent to increases in rates of pay ranging from 2.7 to 3.3 per cent.

Rates of pay of conductors and trainmen.

Class of service or run.	Rate.					
	Conductors.		Baggagemen.		Brakemen.	
	1910	1913	1910	1913	1910	1913
Passenger:						
Thurston & Zanesville, per day ¹	\$4.25	² \$4.524	\$2.50	² \$2.574	\$2.35	² \$2.496
Shawnee & Zanesville, per day ¹	4.75	² 4.988	2.65	² 2.838	2.50	² 2.752
Overtime, per hour.....	.42	.45	.25	.275	.24	.25

Class of service or run.	Conductors.		Flagmen.		Brakemen.		Listmen.	
	1910	1913	1910	1913	1910	1913	1910	1913
Freight:								
Through, per mile.....	\$0.0365	\$0.04	\$0.0255	\$0.0267	\$0.0245	\$0.0267		
Locals, per day.....	3.975	4.50	2.70	3.00	2.70	3.00	\$2.80	\$3.10
Mine run and Zanesville switch run, per day....	3.70	4.50	2.50	3.00	2.50	3.00		
Work, wreck, and circus trains, per day.....	3.70	4.00	2.50	2.67	2.50	2.67		
Overtime:								
Through, per hour.....	.36	.40	.25	.267	.24	.267		
Locals, per hour.....	.40	.45	.27	.30	.27	.30	.28	.31
Mine run and Zanesville switch run, per hour....	.37	.45	.25	.30	.25	.30		
Work, wreck, and circus trains, per hour.....	.37	.40	.25	.267	.26	.267		

Class of employees.	Fultonham.		Drakes.	
	1910	1913	1910	1913
Yard:				
Day conductors, per hour.....	\$0.35	\$0.36	\$0.36	\$0.37
Night conductors, per hour.....	.36	.37	.37	.38
Day brakemen, per hour.....	.30	.31	.32	.33
Night brakemen, per hour.....	.31	.32	.33	.34

¹ Two round trips.² Figures obtained by conversion of mileage into daily rates.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration, effective Nov. 10, 1913.

Class of service.	Conductors.				Baggagemen.			
	Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:								
Thurston and Zanesville, per day ¹ .	\$4.25	² \$4.524	\$0.274	6.4	\$2.50	² \$2.574	\$0.074	3.0
Shawnee and Zanesville, per day ¹ ..	4.75	² 4.988	.238	5.0	2.65	² 2.838	.188	7.1
Freight:								
Through, per mile.....	.0365	.04	.0035	9.6	.....	.....	.....	.....
Locals, per day.....	3.975	4.50	.525	13.2	.....	.....	.....	.....
Mine run and Zanesville switch run, per day.....	3.70	4.50	.80	21.6	.....	.....	.....	.....
Work, wreck, and circus trains, per day.....	3.70	4.00	.30	8.1	.....	.....	.....	.....
Yard, average rates, day and night:								
Fultonham, per hour.....	.355	.365	.01	2.8	.....	.....	.....	.....
Drakes, per hour.....	.365	.375	.01	2.7	.....	.....	.....	.....

Class of service.	Brakemen.				Flagmen.				Listmen.			
	Rate.		Increase.		Rate.		Increase.		Rate.		Increase.	
	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.	1910	1913	Amount.	Per cent.
Passenger:												
Thurston and Zanesville, per day ¹	\$2.35	² \$2.496	\$0.146	6.2	.....	.....	.....	.....	.....	.....	.....	.....
Shawnee and Zanesville, per day ¹	2.50	² 2.752	.252	10.1	.....	.....	.....	.....	.....	.....	.....	.....
Freight:												
Through, per mile.....	.0245	.0267	.0022	9.0	\$0.0255	\$0.0267	\$0.0012	4.7	.....	.....	.....	.....
Locals, per day.....	2.70	3.00	.30	11.1	2.70	3.00	.30	11.1	\$2.80	\$3.10	\$0.30	10.7
Mine run and Zanesville switch run, per day.....	2.50	3.00	.50	20.0	2.50	3.00	.50	20.0	.....	.....	.....	.....
Work, wreck, and circus trains, per day.....	2.50	2.67	.17	6.8	2.50	2.67	.17	6.8	.....	.....	.....	.....
Yard, average rates, day and night:												
Fultonham, per hour.....	.305	.315	.01	3.3	.....	.....	.....	.....	.....	.....	.....	.....
Drakes, per hour..	.325	.335	.01	3.1	.....	.....	.....	.....	.....	.....	.....	.....

¹ Two round trips.

² Figures obtained by conversion of mileage into daily rates.

XVII.

CHICAGO & WESTERN INDIANA RAILROAD AND BELT RAILWAY CO. OF CHICAGO AND BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN, AND BROTHERHOOD OF RAILROAD TRAINMEN: 1913.

This arbitration was the result of a controversy which developed in 1913 between the Chicago & Western Indiana and the Chicago Belt Railroads and the engineers, firemen, and trainmen respecting changes requested in the rates of pay and working conditions of locomotive engineers employed by the two railroads. An agreement to submit the controversy to arbitration was entered into August 6, 1913, and was followed by arbitration hearings held in the Federal Building at Chicago, beginning September 2, 1913. The arbitration award was rendered September 17.

The board of arbitration in this case was composed of E. S. Huston, chairman, W. S. Jackson, general manager of the Chicago & Eastern Illinois Railroad, and F. A. Burgess, assistant grand chief of the Brotherhood of Locomotive Engineers.

DEMANDS OF THE EMPLOYEES.

The proposed changes in the wage scale and working conditions submitted to arbitration were set forth in a series of articles numbered from 1 to 7, inclusive. Stated in summary form, the employees requested in articles 1 and 2 that the rates of pay per day of engineers be increased from \$4.50 in switching service and \$4.25 in transfer service to a rate of \$5 on engines with cylinders 20 inches or over in diameter, and \$4.50 on engines with cylinders under 20 inches in diameter, with proportional increases in the pay for overtime.

Article 3 embodied the proposed rule that engineers' time should begin when required to report for duty and end when returning to point at which they started to work.

In article 4 it was requested that engineers in regular suburban service be paid \$5.27 per day, overtime pro rata, all light-running and additional service to be paid for at the rate of 50 cents per hour.

Article 5 proposed that engineers be relieved from rendering assistance in coaling engines or cleaning fires at any point where men were maintained for that purpose, and that engineers when required in emergency at any other point to assist in such work to receive pay for the same at overtime rate with a minimum allowance of one hour, this not to be deducted from other overtime in computing time for trip.

Article 6 stipulated that engineers should not be required to back up trains except in case of emergency.

Article 7, that engineers should be placed on engine doing work at Eighty-third Street and Fifty-first Street roundhouse.

FINDINGS OF THE BOARD OF ARBITRATION.

In response to the issues presented in articles 1 and 2, the board of arbitration ordered an increase in the rates of pay of engineers employed in work-train service in the Chicago Terminal district from \$4.15 to \$4.40, with a proportional increase for overtime.

In denying the increases requested in articles 1 and 2 as to transfer and switching service, the board pointed out that the defendant companies were owned and operated by 12 railroads running into Chicago and that the prevailing rate in the Chicago district for both switching and transfer service on these roads was \$4.25 per day as compared with rates of \$4.50 per day for transfer service and \$4.25 per day for switching service on the defendant railroads. It was further pointed out that each of the 12 roads referred to paid a flat rate for both transfer and switching service, without regard to size or diameter of cylinders.

Under article 3 the employees were granted the specific rule requested.

In response to the issue presented in article 4, the board declined to award an increase in the rates paid for suburban service, stating that the proposed rate of \$5.27 per day was the rate in force at the time of the award. For all light running and for all additional service required of suburban engineers the board directed that each railroad pay pro rata according to the class of service, but not to exceed 50 cents per hour, as specified in the request.

Under article 5 the board awarded that engineers should not be required to assist in coaling engines or cleaning fires at any point where men were maintained for that purpose, but if required to clean fires on completion of the day's work should be paid for one hour at overtime rate.

With respect to the issue presented in article 6, the award stipulated that engineers in transfer service should not be required to back up with trains when it was practicable to turn their engines.

In response to the issue presented in article 7, the board found that no evidence had been introduced on this item and declined to make an award upon it.

A dissenting opinion was filed by arbitrator F. A. Burgess to the findings of the board with respect to each issue submitted to arbitration, with the exception of the rule awarded under article 3. It was held by Mr. Burgess that the evidence established the fact that other properties performing like service in the Chicago district, including three roads, lessees of the properties having part in the arbitration, were paying a high rate, either by the rate itself or through more favorable working conditions. This rate, Mr. Burgess pointed out, was to a very large extent the result of the action of the board of arbitration, which practically gave six months' study and consideration to the question. No good reason, according to Mr. Burgess, had been advanced why all engineers performing a similar service and over the same rails in the Chicago district should not receive therefor the highest rate of compensation for such service.

APPLICATION OF THE AWARD.

A comparison of the printed schedule of rules and rates of pay in effect on the Chicago & Western Indiana and Chicago Belt Railroads before and after the arbitration shows that the rates of pay of engineers in work-train service were increased as a result of the award from \$4.15 to \$4.40 per day, or 6 per cent. In suburban service engineers were awarded compensation pro rata, not to exceed 50 cents per hour, for light running and additional service, which to some extent, as indicated by the record, had been performed before the arbitration without extra compensation. In the case of the rules established by the award respecting the beginning and ending of a day's work, coaling engines and cleaning fires, and backing up trains, stipulations respecting the conditions of employment involved in these rules are shown for the first time in the schedule adopted after the award. The extent of the advantage, if any, which accrued to the engineers by the adoption of these rules can not be shown, therefore, by a comparison of the printed schedules. It will be noted, however, that the award established the specific rule requested by the employees as to the beginning and ending of a day's work.

XVIII.

THE CHICAGO, BURLINGTON & QUINCY RAILROAD AND ORDER OF RAILWAY CONDUCTORS AND BROTHERHOOD OF RAILROAD TRAINMEN: 1913.

Arbitration for the settlement of differences which arose between the Chicago, Burlington & Quincy Railroad Co. and the conductors and trainmen in 1913 was resorted to after the United States Board of Mediation and Conciliation had unsuccessfully endeavored to have them settled by mediation. The case developed from the demands made in December, 1912, by the conductors and trainmen, including brakemen, baggagemen, and flagmen, that the schedule of rules and wages that had been in effect since 1902 should be completely revised. The conductors and trainmen were practically all unionized, and presented their demands jointly through the Order of Railway Conductors and the Brotherhood of Railroad Trainmen.

The proposition submitted to the company by the employees was embodied in a table of 150 rules relating both to working conditions and to rates of pay. Beginning April 7, 1913, and until August 12, 1913, these proposals were considered in conferences between representatives of the conductors and trainmen and officers of the Chicago, Burlington & Quincy Railroad Co. These conferences resulted in the adoption of 111 of the rules, but no agreement could be reached with regard to the other 39.

In an effort to effect an agreement both parties to the controversy made application to the United States Board of Mediation and Conciliation to settle their differences by mediation. Mediation conferences begun on August 21, 1913, however, proved unsuccessful, but through the efforts of the United States Commissioner of Mediation and Conciliation the company and the Order of Railway Conductors, and the Brotherhood of Railroad Trainmen signed an agreement on August 27, 1913, to submit the remaining 39 rules to arbitration under the provisions of the Newlands Act.

A board to consist of six arbitrators was agreed on, as provided for in the act. Two arbitrators were named by the company and two by the employees. As these four arbitrators could not agree on the selection of the other two, they were appointed under the law by the United States Board of Mediation and Conciliation.

The arbitrators named by the company were Patrick H. Morrissey, assistant to the vice president of the Chicago, Burlington & Quincy Railroad Co., and Fairfax Harrison, president of the Chicago, Indianapolis & Louisville Railway. On December 1, 1913, Mr. Harrison resigned and Pierce Butler, an attorney, was appointed on December 3 by the company as his successor. The employees were represented by Edward P. Curtis, vice president of the Order of Railway Conductors, and Emmett L. Harrigan, general chairman of the grievance committee of the Northern Pacific

Railway Co. The neutral arbitrators named by the Board of Mediation and Conciliation were Henry S. Boutell, of Washington, D. C., and Gerrit J. Diekema, of Holland, Mich.

This board met and organized on November 3, electing Mr. Boutell as chairman. Hearings were begun on November 6, 1913, and the following three months were consumed with the hearings and the examination of nearly 10,000 typewritten pages of evidence and hundreds of exhibits, schedules, maps, and profile blue prints. The award was announced on February 19, 1914.

PROPOSALS AND AWARD.

In view of the great mass of data making up the evidence in this case, a direct comparison of proposals and award under each of the 39 questions involved in the arbitration is considered the clearest and most simple way of presenting the essential facts involved. This method of presentation is followed below by showing the proposals and awards under each question in parallel columns.

QUESTION 1.

PROPOSAL.

If for any reason a trainman is not called and thereby loses a trip through no fault of his, he will be paid for the trip.

AWARD.

If through the fault of the company or any of its employees a trainman is not called and thereby loses a trip through no fault of his, he will be paid for the time lost, but may be used extra in his class of service if permitted to resume his run or car without being absent from it more than two trips. It is understood that a freight trainman may be used in passenger service, but a passenger trainman will not be used in freight service. This rule will not apply to brakemen with less than six months' experience, nor to pool crews run around, pay for which is provided in rule 63 (b). This rule shall not be deemed to relate to a failure properly to assign a trainman under the provisions of this schedule relating to seniority.¹

QUESTION 2.

The word "terminal" is held to mean the regular recognized point on each division where crews usually are started from or laid up.

Terminals are the points where runs begin or end. The turning point on a turn-around run shall be considered as an intermediate point on a continuous run.

When the company ties up train crews in road service between usual terminals, they will be paid the mileage of the schedule to the tie-up point, and nothing will be allowed for the time tied up until after the expiration of 24 hours from the time called for the trip on which tied up.

For the whole or any portion of the first 10 hours of each following 24-hour period during which they are tied up, they will be paid 10 miles per hour.

¹ This is a new rule, there being nothing similar to it in the schedule in effect prior to this arbitration.

QUESTION 2—Continued.

PROPOSAL.

AWARD.

Allowance for time held will not be computed independent of any trip time, nor will any terminal time be allowed at such tie-up place.

This provision shall not apply to work train, wrecking and snowplow service.

Interpretation: Under this rule a minimum of 100 miles will be allowed for the run from initial point to tie-up point. In case crew is held at tie-up point 24 hours or more from time called for trip on which tied up, time of succeeding trip will begin at the expiration of 24 hours from time crew was called to leave initial terminal, and a minimum of 100 miles will be allowed from tie-up point to terminal.¹

QUESTION 3.

Terminal limits at which road time ceases and terminal time begins, or vice versa, will be the first switch used for yard purposes approaching terminal, or if a semaphore is used governing the entrance to yard, semaphore will be the limit. Trains detained by trains ahead at these points will come under this rule and will be paid terminal overtime from time stopped.

Terminal time for outgoing trains will cease and road time will begin when the train clears the track on which it is made up. On inbound trains road time will cease and terminal time will begin when the train stops on the receiving track, or is stopped in the yard, or at the semaphore governing the entrance to the yard.

Following are the exceptions to the above rule:

Clyde, Ill.

On inbound trains, road time ceases and terminal time begins when engine arrives at Clyde tower, or is stopped by the home signal governing the entrance to the yard. If the towerman stops a train at the tower signal when there is no obstruction on the main line between such outer signal and the entrance to the yard, road time will cease and terminal time will begin when engine is stopped.

On outbound trains, terminal time ceases and road time begins when engine passes the pot signal about 500 feet west of Clyde tower.

Galesburg, Ill.

On inbound trains, road time ceases and terminal time begins on arrival of engine at Prospect Street or Portal.

On outbound trains, terminal time ceases and road time begins when train passes Prospect Street or Portal, except that on eastbound trains which pick up at the ice house or ice cars, terminal time continues until they leave the ice house.

If a train or a part of a train is pulled around the hump, as, for example, No. 74 from Quincy or Ottumwa going to the ice

¹ The rule covering this point in the schedule in effect prior to this arbitration was rule 15, and was as follows: "Terminals are the points where runs begin or end. The turning point on a turn-around run shall be considered as an intermediate point on a continuous run."

QUESTION 3—Continued.

PROPOSAL.

AWARD.

house, or No. 79 from Chicago, pulling into the west sorting yard, actual time with a minimum of 30 minutes will be allowed.

On trains from Aurora or Savanna, which pull around the hump, the conductor will be relieved at Prospect Street and only the brakeman will be paid terminal time for pulling train around the hump.

On trains from Peoria which pull around the hump, the conductor will accompany the train and the entire crew will be allowed a minimum of 30 minutes.¹

Daytons Bluff, Minn.

On outbound trains, terminal time ceases and road time begins when the train leaves the yard track on which it is made up, unless train is stopped and held at Oakland by the block or some other cause over which the trainmen have no control, in which case terminal time continues until train leaves Oakland.

On inbound trains, road time ceases and terminal time begins when the train passes Oakland.

Grand Crossing, Wis.

On southbound trains, terminal time ceases and road time begins when train clears the track upon which it is made up, except when stopped at the crossing on account of same being blocked, in which case terminal time ceases and road time begins when crossing is clear and train again starts.

Savanna, Ill.

On northbound trains, terminal time ceases and road time begins when train clears the track upon which it is made up, except when stopped at the crossing on account of same being blocked, in which case terminal time ceases and road time begins when crossing is clear and train again starts.

Ottumwa, Iowa.

On eastbound trains into Ottumwa which are stopped west of the Chicago, Milwaukee & St. Paul crossing (which is inside the yard limit board) on account of the yard being unable to receive them, road time will cease and terminal time will begin at time so stopped.

On westbound trains, leaving Ottumwa, which are stopped after clearing the track on which made up before passing the passenger station, terminal time will cease and road time will begin when the train passes the passenger depot, except when caused by the arrival of a westbound passenger train, which is to have precedence over the freight train.

¹ Trains going into the new yard will be paid the same as if they had pulled into the hump receiving yards.

QUESTION 3—Continued.

PROPOSAL.

AWARD.

East St. Louis, Ill. (Hannibal and Beardstown division trains):

On outbound trains terminal time ceases and road time begins when the train leaves Bridge Junction.

On inbound trains road time ceases and terminal time begins when train arrives at Bridge Junction.

Beardstown, Ill.:

On southbound trains into Beardstown, if stopped by the semaphore north of the Illinois River bridge, road time will cease and terminal time will begin from time so stopped.¹

Northbound trains into Beardstown: If a train should be held out of the yard south of the crossover because there is a train occupying the main line between this crossover and the entrance to the northbound yard, terminal overtime will be paid.

Hannibal, Mo.:

On inbound Brookfield division trains road time ceases and terminal time begins when train arrives at Missouri, Kansas & Texas crossing, Main Street.

On outbound Brookfield division trains terminal time ceases and road time begins when train passes Main Street crossing.

The present practice of paying terminal delay to southbound trains at Ilasco or to northbound trains at end of double track or gravel digger switch will be continued.

Quincy, Ill.:

On inbound Brookfield division trains road time ceases and terminal time begins when train arrives at the semaphore south of the wye.

On outbound Brookfield division trains terminal time ceases and road time begins when train passes the semaphore near the iron works.

Kansas City, Mo.:

On outbound St. Joseph division trains terminal time ceases and road time begins when train passes Twelfth Street.

On inbound St. Joseph division trains road time ceases and terminal time begins when train arrives at crossover switch, Union Depot yards.

On outbound Brookfield division trains terminal time ceases and road time begins when train passes Twelfth Street semaphore, south end of the Union Depot yards.

On inbound Brookfield division trains road time ceases and terminal time begins when train arrives at crossover switch, Wabash tower.

St. Joseph, Mo.:

On outbound Brookfield division trains terminal time ceases and road time begins when train passes Florence crossing.

¹ This will not apply where a train is held at the semaphore to let a northbound train out of the yard.

QUESTION 3—Continued.

PROPOSAL.

AWARD.

On inbound Brookfield division trains road time ceases and terminal time begins when train arrives at switch leading to Florence yards, north of Florence crossing.

On northbound St. Joseph and Wymore division trains terminal time ceases and road time begins when train passes Cedar Street.

On southbound St. Joseph and Wymore division trains road time will cease and terminal time will begin when train passes Francis Street.

Lincoln, Nebr.:

On outbound Lincoln division trains terminal time ceases and road time begins when train leaves Cushman.

On inbound Lincoln division trains road time ceases and terminal time begins when train arrives at Cushman.

When head brakeman cuts off engine, brings it back, and picks up way car, taking it to the way-car tracks, overtime is allowed until relieved from duty, provided more than 30 minutes is consumed.

Denver, Colo.:

When outbound trains pass the entrance at the east end of the Thirty-first Street yard, terminal time shall cease and road time shall begin.

When inbound trains arrive in the Thirty-first Street yard, or are delayed by others at the entrance thereto, road time shall cease and terminal time shall begin.

Sterling, Colo.:

On outbound trains, terminal time will cease and road time will begin when train leaves the Union Pacific Depot.¹

QUESTION 4.

Trains leaving division terminal having cars to be set out on trip shall have same placed on head end of train in station order.

So far as practicable short cars shall be placed on the head end of trains out of terminals in station order.¹

Interpretation by board: Trains will not be started out of division terminals, where there is no switch engine, with cars mixed, with the intention of having the switching done at intermediate stations in order to avoid paying for switching at terminals.

QUESTION 5.

Road crews shall be given all work outside of yard limits. Yard crews will not be run outside of yard limits except in case main line is blocked and there are no trainmen available.

This proposed rule is denied.

¹ This is a new rule, there being nothing similar to it in the schedule in effect prior to this arbitration.

QUESTION 6.

PROPOSAL.

Trainmen running to Union Stock Yards at Chicago will handle only stock from Hawthorne Yard to the United States yards and empty stock cars back to Hawthorne Yard, and will be paid actual time at their overtime rates on the basis of 15 miles per hour from the time train arrives at Clyde, or stopped at home semaphore approaching Clyde, until way car is put on way-car track on return trip. This time to be paid for and in addition to and independent of all other time earned on road trip. Road crews will take only what stock they have into Hawthorne Yard to the United States yards. Road crews who have no stock into Hawthorne Yard will not go to the United States yards.

AWARD.

Trainmen running to the Union Stock Yards at Chicago will be paid through freight rates with a minimum of three hours from the time train arrives at Clyde, or is stopped at the home semaphore approaching Clyde, until way car is put on way-car track on return trip. This is to be in addition to the road trip.¹

QUESTION 7.

Trainmen will not be required to take train orders over the telephone. A trainman will not be required to desert his train to get or receive the block over the telephone.

In every instance dispatchers will endeavor to plan train movements to enable them to issue orders to train crews through open offices.

Trainmen will not be required to take orders over the telephone except in cases of necessity to avoid unreasonable delays that could not be anticipated by the dispatcher.

Trainmen will not be required to dead-head to blind sidings to secure block for their trains. This will be left optional with the crew.²

QUESTION 8.

Rates of pay, trainmen, passenger service:

(a) Trainmen in passenger, mail, milk, and express service shall be paid as follows on all runs of 4,000 miles or less per month: Conductors, \$140 per month; baggagemen, \$82 per month; brakemen and flagmen, \$75 per month.

(b) On all runs of over 4,000 miles and not exceeding 5,500 miles per month: Conductors, \$165 per month; baggagemen, \$96.75 per month; brakemen and flagmen, \$87.50 per month.

(c) All mileage in excess of 5,500 miles per month will be paid for as follows: Conductors, 3 cents per mile; baggagemen, 1.75 cents per mile; brakemen and flagmen, 1.5 cents per mile.

(d) Baggagemen and brakemen required to operate dynamos or serve as train electricians will receive \$15 per month in addition to their regular rate.

(e) Overtime rates: Conductors, 50 cents per hour; baggagemen, 35 cents per

The minimum rates of pay of passenger trainmen shall be as follows: Conductors, \$134.20 per month; baggagemen, \$80.85 per month; brakemen and flagmen, \$74.90 per month.

For the runs hereinafter specified, trainmen shall be paid as follows:

	Con- duc- tor.	Baggage- man.	Brake- man and flag- man.
Aurora-Rockford.....	\$146.30	.....	\$74.90
Rockford-Rochelle.....	134.20	.....	74.90
Sterling-Shabbona.....	134.20	.....	.....
Clinton-Mendota.....	134.20	.....	74.90
Galesburg-Mendota.....	146.30	.....	74.90
Streator - Aurora - Wal- nut.....	154.00	.....	74.90
Chicago-Mendota.....	146.30	\$81.95	74.90
Mendota-Chicago.....	146.30	.....	74.90
Chicago-Galesburg.....	165.00	88.55	74.90
Chicago-Quincy.....	165.00	88.55	74.90
Chicago-Burlington.....	165.00	88.55	74.90
Chicago-Savanna.....	165.00	88.55	74.90

¹ The rule in effect prior to this arbitration covering this point provided for payment of 2½ hours' arbitrary to crews who go through to the Union Stock Yards.

² This is a new rule, there being nothing similar to it in the schedule in effect prior to this arbitration; on the contrary, the statement is made that the employer required more service of its trainmen of this character than any other western road.

QUESTION 8—Continued.

PROPOSAL.

AWARD.

hour; brakemen and flagmen, 30 cents per hour.

	Conductor.	Baggage-man.	Brakeman and flagman.
Galesburg-Quincy.....	\$165.00	.....	\$74.90
Galesburg-Peoria-Burlington.....	146.30	.....	74.90
Galesburg-Burlington, via Galva.....	150.00	.....	75.00
Buda-Rushville.....	150.00	180.85	75.00
Rock Island-Savanna.....	134.20	.....	74.90
Galesburg-Rushville.....	150.00	.....	74.90
Minneapolis-Savanna.....	165.00	88.55	74.90
St. Paul-Savanna.....	165.00	88.55	74.90
Burlington-Quincy.....	134.20	180.85	.....
Quincy-Burlington.....	134.20	.....	.....
Fort Madison-Ottumwa.....	134.20	.....	.....
Ottumwa-Des Moines.....	148.00	180.85	74.90
Des Moines-Albia.....	134.20	180.85	74.90
Burlington-Oskaloosa.....	134.20	180.85	74.90
Winfield-Washington-Burlington.....	134.20	.....	74.90
Burlington-Ottumwa.....	143.00	180.85	74.90
Burlington-Creston.....	165.00	.....	74.90
Burlington-Omaha.....	165.00	88.55	74.90
Burlington-Omaha-Pacific Junction.....	165.00	88.55	74.90
Chariton-Indianola.....	134.20	180.85	74.90
Des Moines-Cainsville-Mount Ayr-Osceola.....	143.00	.....	74.90
Des Moines-Cainsville.....	.....	180.85	.....
Des Moines-Mount Ayr.....	.....	180.85	.....
Creston-Cumberland.....	148.50	184.53	74.90
Creston-St. Joseph.....	134.20	180.85	74.90
Burlington-Carrollton.....	158.00	80.85	75.00
Keokuk-Shenandoah-Centerville-Van Wert.....	158.79	{ 1287.19 } { 1280.85 }	{ 77.66 }
Rock Island-St. Louis.....	165.00	85.25	75.00
Beardstown-Davenport.....	134.20	.....	74.90
St. Louis-St. Joseph.....	165.00	190.30	74.90
Do.....	165.00	.....	{ 74.90 80.85 }
Burlington-St. Louis.....	165.00	196.33	74.90
Kansas City-St. Louis.....	165.00	.....	74.90
(While Kansas City-St. Louis runs are in joint pool's with Chicago & Alton brakemen and flagmen will be paid \$79.31.)			
Hannibal-Burlington (Nos. 3 and 10 only).....	152.90	180.85	74.90
Hannibal-Palmyra Junction-Quincy.....	134.20	180.85	74.90
Cameron Junction-St. Joseph-Kansas City.....	148.00	.....	75.00
Brookfield-Hannibal-St. Joseph.....	165.00	191.70	74.90
Brookfield-Kansas City.....	165.00	180.85	74.90
Quincy-Kansas City.....	165.00	{ 181.95 191.88 }	{ 74.90 80.85 }
(No. 5 men pooled act as baggagemen and flagmen.)			
Kansas City-Cameron Junction.....	.....	180.85	.....
St. Joseph-Omaha.....	152.90	.....	74.90
Kansas City-Omaha.....	165.00	196.08	74.90
St. Joseph-Kansas City (trains 44, 13, 41, 112).....	140.25	.....	74.90
St. Joseph-Kansas City (trains 46, 45).....	140.25	.....	74.90
St. Joseph-Villisca.....	150.00	185.00	75.00
St. Joseph-Chariton.....	140.25	.....	74.90
St. Joseph-Omaha-Kansas City.....	.....	.....	74.90
Chariton-Kansas City-St. Joseph.....	.....	180.85	.....

¹Includes amount paid by express company.²Two men; 3.30 Sunday.³Brakeman.⁴Flagman.⁵Three men.

QUESTION 8—Continued.

PROPOSAL.

AWARD.

	Conductor.	Baggage-man.	Brakeman and flagman.
Lincoln-Omaha.....	\$137.50	.....	\$74.90
Lincoln-Pacific Junction (trains 23, 24).....	152.90	.....	74.90
Lincoln-Sioux City.....	137.50	.....	74.90
Sioux City-O'Neill.....	134.20	.....	74.90
Schuyler-Omaha.....	140.00	.....	74.90
Lincoln-Ravenna.....	165.00	.....	80.00
Sargent-Aurora.....	145.00	.....	75.00
Burwell-Palmer.....	134.20	.....	.....
Burwell-Aurora.....	.....	.....	75.00
Columbus-Lincoln.....	134.20	.....	74.90
Stromsburg-Alma.....	134.20	.....	74.90
Kearney-Aurora.....	134.20	.....	74.90
Wymore-Lincoln-Beatrice.....	134.20	.....	74.90
Lincoln-Wymore (Sunday only).....	137.50	.....	74.90
Lincoln-Concordia.....	145.00	.....	74.90
Holdredge-Edgar.....	137.50	.....	74.90
Chester-McCool Junction.....	134.20	.....	74.90
Nebraska City-Edgar.....	140.00	.....	74.90
Nebraska City-Lincoln Falls City-Nebraska City.....	134.20	.....	74.90
Atchison-Rulo.....	134.20	.....	.....
Red Cloud-Hastings.....	134.20	.....	74.90
Republican-Oberlin.....	134.20	.....	74.90
Orleans-St. Francis.....	134.20	.....	74.90
Denver-Lyons (one round trip).....	134.20	.....	74.90
Sterling-Holdredge.....	145.00	.....	85.00
Ravenna-Seneca.....	134.20	.....	78.65

All other passenger runs to be paid in accordance with the rates in effect February 1, 1914.

Special allowances, relief trips, and other conditions affecting passenger trainmen in effect February 1, 1914, shall continue.

The overtime rates shall be 38.5 cents per hour for conductors and 25.3 cents per hour for baggagemen, flagmen, and brakemen.

Baggagemen and brakemen required to operate dynamos will be paid at the rate of \$15 per month in addition to their regular rates for the number of trips on the runs on which they are required to operate dynamos.

New runs hereafter established shall be paid the equivalent of rates paid for similar runs on the division, but trainmen thereon shall be paid at least the minimum rates named above.

The minimum rates specified herein will include amounts paid by the express company on runs where such payments have been heretofore made, but should the amounts paid by the express company be withdrawn the minimum rates will be continued.

QUESTION 9.

PROPOSAL.

Passenger crews will not be required to handle freight cars in passenger trains except in case of emergency. If it is necessary to handle freight cars in passenger trains, conductors will receive 1.5 cents per mile and baggageman and brakeman and flagman will receive 1.25 cents per mile for the distance such freight cars are handled in addition to their regular monthly pay.

If the baggageman is not required to assist in the work of handling freight cars, he will not be paid extra.

AWARD.

If it is necessary to handle freight cars in a passenger train, conductor will receive 1.25 cents per mile and baggageman, brakeman, and flagman will receive 1 cent per mile for the distance such freight cars are handled in addition to their regular monthly pay.

If baggageman is not required to assist in the work of handling freight cars, he will not be paid extra.

This rule shall apply to passenger service only and will not apply to mixed trains nor to a combination of freight and passenger trips made on the same day.¹

QUESTION 10.

Pay trains, officers' specials, inspection engine, or inspection trains shall be manned by at least one conductor and one flagman in train service, who will be paid, conductors, 3.4 cents per mile, and flagman, 2.4 cents per mile, with a minimum of \$4.07 for conductor and \$2.75 for flagman per day.

If held in or laid up for one day or more, they will be paid at the minimum rates given above, living expenses to be borne by the company when away from home.

Pay trains, officers' specials, or inspection trains shall be manned by at least one conductor and one flagman in train service, who will be paid, conductors, 3.4 cents per mile, and flagman, 2.4 cents per mile, with a minimum of \$4.07 for conductor and \$2.75 for flagman per day.

If held in or laid up for one day or more, they will be paid at the minimum rates given above, living expenses to be borne by the company when away from home.²

QUESTION 11.

Trainmen will not be required to handle trains or engines to or from yards and depot, nor pick up or set out cars where yardmen are employed, nor couple or uncouple air, signal, or steam hose, nor couple or uncouple safety chains, nor light coaches, nor put up or take down electric connectors, nor do other work that should be done by carmen at any point where car inspectors or car repairers are employed. If a passenger crew turns or lays up at a point where no carmen or yardmen are employed, they will be paid for all time used to get their train ready and to put it away at their overtime rates, actual minutes to be counted.

At points where yardmen are employed and are at the time in actual service, trainmen will not be required to handle trains or engines to or from yards and depots, nor to pick up or set out cars, nor to couple or uncouple air, signal, or steam hose, nor to couple or uncouple safety chains, nor to do other work usually performed by carmen where car inspectors or car repairers are employed.¹

¹ This is a new rule, there being nothing similar to it in the schedule in effect prior to this arbitration.

² Rule 20 in the schedule in effect prior to this arbitration covering this item reads: Crews running pay trains, officers' specials, or inspection trains will be paid at the rate of 3.388 cents per mile for conductors and 2.31 cents per mile for brakemen, with a minimum of \$4.07 and \$2.75 per day for conductors and brakemen, respectively. If crews are held in or laid up for a day, they shall be paid at the minimum rate given above; living expenses will be borne by the company when away from home. It will thus be seen that the rate per mile in this class of service for conductors is increased from 3.388 cents per mile to 3.4 cents per mile, and for brakemen or flagmen from 2.31 to 2.4 cents per mile, and it is made imperative that such trains must be manned by one conductor and one flagman in train service.

QUESTION 12.

PROPOSAL.

Conductors, collectors, brakemen, or flagmen will not be required to handle cream or cream cans, fish, or any other freight or express matter liable to spoil uniforms. Brakemen or flagmen will not be required to assist baggagemen at terminals. This rule does not apply to the milk train between Shabbona and Chicago.

AWARD.

Brakemen required to ride in baggage cars or cream cars to handle milk or cream cans or other articles carried in such cars shall be allowed additional pay at the rate of \$10 per month for the days so worked, and shall not be required to wear uniforms. This not to apply to the Shabbona milk run.¹

QUESTION 13.

No deductions of pay will be made in salary of assigned trainmen if they are ready for service.

No deductions will be made from the pay of assigned trainmen if they are ready for service; but when not used on their assigned runs they may be used in other service of a similar character or in cases of emergency, and their pay when so used shall be on the basis of the higher-paid service, but they shall not be paid for both services.¹

QUESTION 14.

It is agreed that the company will not make reductions in crews as of December 1, 1912, or increases in mileage for the purpose of offsetting the increases granted passenger trainmen by reason of the change of the method of payment of passenger trainmen.

It is agreed that the company will not make reductions in crews or increases in mileage as of December 1, 1913, for the purpose of offsetting the increases of wages given passenger trainmen.

QUESTION 15.

Trainmen in suburban service shall be paid as follows:

Trainmen in suburban service shall be paid as follows for calendar working days per month:

Runs from—	Miles run.	Number crews.	Rate per month.
			Conductors.
Chicago to Riverside (4 round trips per day, calendar working days per month).....	88.8	2	\$112.80
Chicago to Downers Grove (2 round trips per day, calendar working days per month).....	84.8	3	112.80

Run.	Crews.	Conductors.	Collectors.
Chicago to Downers Grove (2 round trips daily)...	6	\$112.80	\$85.00
Chicago to Downers Grove (3 round trips daily)...	3	137.00	96.00
Chicago to Aurora (1 round trip daily).....	² 3	112.80	85.00
Chicago to Aurora (2 round trips daily).....	.....	160.00	110.00
Chicago to Aurora to Downers Grove (1 round trip daily).....	3	137.00	96.00

¹ This is a new rule, there being nothing similar to it in the schedule in effect prior to this arbitration.

² Pooled.

QUESTION 15—Continued.

PROPOSAL.

AWARD.

Runs from—	Miles run.	Number crews.	Rate per month.
			Conductors.
Chicago to Downers Grove (3 round trips per day, calendar working days per month).....	127.2	4	\$137.00
Chicago to Aurora (1 round trip per day, calendar working days per month).....	74.8	2	112.80
Chicago to Aurora (2 round trips per day, calendar working days per month).....	149.6	1	160.00
Chicago to Aurora and Downers Grove (1 round trip per day, calendar working days per month).....	117.2	1	137.00
Downers Grove to Chicago, Chicago to Riverside, Riverside to Chicago.....	97.0	1	119.90
Chicago to Aurora, Aurora to Downers Grove, Shabbona to Chicago and return (1 round trip per day, calendar working days per month).....	134.0	1	171.45
Aurora to Chicago (milk run, 1 round trip per day, calendar working days per month).....	74.8	1	(¹)

Run.	Brakemen.	Joint express, baggage, and brakemen.
Chicago to Downers Grove (2 round trips daily)....	\$72.00	\$77.45
Chicago to Downers Grove (3 round trips daily)....	76.00	90.00
Chicago to Aurora (1 round trip daily).....	72.00	80.00
Chicago to Aurora (2 round trips daily).....		105.00
Chicago to Aurora to Downers Grove (1 round trip daily).....	76.00	90.00

When vacancies occur in conductorships on suburban trains, the said vacancies are to be filled by appointment of men as follows: Three freight conductors; one collector; continuing in that way; all such suburban men to be eligible to promotion to through runs. All collectors in suburban service who are extra conductors as of December 1, 1912, will be handled under this rule. After these men are assigned to regular places as conductors, the rule to be void and promotion to be governed by general seniority rules; provided, however, that all trainmen engaged in suburban service will be placed on Aurora seniority list from date of entering service. Rule 42 (a) shall not apply and the rates above specified include compensation for all work connected with and incidental to the suburban service.

Runs from—	Rate per month.		Joint express, baggage, and brakemen.
	Collectors.	Brakemen.	
Chicago to Riverside (4 round trips per day, calendar working days per month).....	\$85.00	\$70.00	\$77.45
Chicago to Downers Grove (2 round trips per day, calendar working days per month).....	85.00	70.00	77.45
Chicago to Downers Grove (3 round trips per day, calendar working days per month).....	96.00	76.00	90.00
Chicago to Aurora (1 round trip per day, calendar working days per month).....	85.00	70.00	80.00
Chicago to Aurora (2 round trips per day, calendar working days per month).....	110.00	(²)	105.00
Chicago to Aurora and Downers Grove (1 round trip per day, calendar working days per month).....	96.00	76.00	90.00

¹ Includes amount paid by express company.

² Includes \$11 paid by railroad company for handling milk at platform, Chicago.

³ 3 crews pooled.

QUESTION 15—Continued.

PROPOSAL.

AWARD.

Runs from—	Rate per month.		Joint express, baggage, and brakemen.
	Collectors.	Brakemen.	
Downers Grove to Chicago, Chicago to Riverside, Riverside to Chicago.....	\$89.93	\$75.19	.....
Chicago to Aurora, Aurora to Downers Grove, Shabbona to Chicago and return (1 round trip per day, calendar working days per month)..... ¹	110.00	.....	² \$92.70 87.20
Aurora to Chicago (milk run, 1 round trip per day, calendar working days per month).....	110.00	.....	³ 85.00

¹ Baggage men.

² Flagmen. Includes \$5.50 for handling express and baggage, Shabbona-Aurora.

³ Baggage men's helper from Aurora to Chicago and return.

When vacancies occur in conductorships on suburban trains, the said vacancies are to be filled by appointment of men as follows: Three freight conductors, one collector, continuing in that way, all such suburban to be eligible to promotion to through runs. All collectors in suburban service who are extra conductors as of December 1, 1912, will be handled under the foregoing rule: After these men are assigned to regular places as conductors the rule to be void and promotion to be governed by general seniority rules, provided, however, that all trainmen engaged in suburban service will be placed on Aurora seniority list from date entering service.

Unless otherwise provided, passenger rules will govern all special allowances incidental to suburban service.

QUESTION 16.

Mixed train service: A combination of passenger and freight service in one train will be classed as mixed trains and conductors paid 4.25 cents per mile and brakemen 2.83 cents per mile, 100 miles or less, 10 hours or less, to constitute a day, overtime pro rata. Where a trainman handles baggage or express, he will receive \$15 per month in addition to his regular pay.

It is understood under the above rule if the crew handles local merchandise or does station switching they will be considered a way freight train and receive a way freight rate, except as follows:

MIXED TRAIN SERVICE AND MISCELLANEOUS RUNS.

AURORA DIVISION.

Forreston, Oregon, and Rochelle run, two round trips per day, calendar working days per month; conductors, \$117.98; brakemen, \$76.23. Brakemen allowed one and one-half hours at the rate of 32.5 cents per hour for switching at Forreston.

Conductors paid 47.5 cents per hour and brakemen paid 32.5 cents per hour for switching at Oregon.

QUESTION 16—Continued.

PROPOSAL.

AWARD.

AURORA DIVISION.

Forreston and Oregon run to be paid as shown on page 25 of old schedule and footnote.^{1,2}

SHABBONA MILE RUN, 134 MILES.

For calendar working days per month: Conductor \$171.45, flagman \$87.20—\$5.50 additional for handling express and baggage Shabbona-Aurora. Baggage men \$109.20—Aurora to Chicago. Includes amount paid by express company and \$11 paid by railroad company for handling milk at platform Chicago. Baggage man's helper \$81.45—Aurora to Chicago and return, one round trip per day.

LA CROSSE DIVISION.

Winona and East Winona: Day conductors \$110 and brakemen \$75 per month, 10 hours to constitute a day, overtime pro rata.

Winona and East Winona: Night conductors \$110 and brakemen \$75 per month, 10 hours to constitute a day, overtime pro rata.

Dubuque and East Dubuque: Day conductors \$110 and brakemen \$75 per month, 10 hours to constitute a day, overtime pro rata.

Dubuque and East Dubuque: Night conductors \$110 and brakemen \$75 per month, 10 hours to constitute a day, overtime pro rata.

Galena and Galena Junction: Day conductors \$110 and brakemen \$75 per month, 10 hours to constitute a day, overtime pro rata.

Galena and Galena Junction: Night conductors \$110 and brakemen \$75 per month, 10 hours to constitute a day, overtime pro rata.

LA CROSSE DIVISION.

Winona and East Winona: Day conductors \$110 and brakemen \$72.50 per calendar month. Twelve hours constitute a day's work. Time for lunch allowed.

Winona and East Winona: Night conductors \$110 and brakemen \$72.50 per calendar month. Twelve hours constitute a day's work. Time for lunch allowed. Night brakemen to be paid extra for coaling engine as at present.

Dubuque and East Dubuque: Day conductors \$110 and brakemen \$72.50 per calendar month. Twelve hours constitute a day's work. Time for lunch allowed.

Dubuque and East Dubuque: Night conductors \$110 and brakemen \$72.50 per calendar month. Twelve hours constitute a day's work. Time for lunch allowed.

Galena and Galena Junction: Day conductors³ \$110 and brakemen \$72.50 per calendar month. Twelve hours constitute a day's work. Time for lunch allowed.

Galena and Galena Junction: Night³ conductors \$110 and brakemen⁴ \$72.50 per calendar month. Twelve hours constitute a day's work. Time for lunch allowed.

BURLINGTON DIVISION.

Tracey and Oskaloosa run, two round trips on passenger, one round trip on freight; calendar working days per month. Conductors \$120.50, brakemen \$72.50 per month. If crew is required to do extra work or make extra trip, they will be paid extra at established rates for such work performed.

BURLINGTON DIVISION.

Tracey and Oskaloosa run: Two round trips on passenger, one round trip on freight; calendar working days per month. Conductors \$120.50, brakemen \$72.50 per month.

¹ Brakemen allowed 1½ hours at rate of 31.9 cents per hour for switching at Forreston. Conductors paid 47.3 cents per hour and brakemen paid 31.9 cents per hour for switching at Oregon.

² On page 25 of the schedule of rules and rates of pay for trainmen, of Sept. 1, 1902, and amended to Dec. 29, 1910, the Forreston to Oregon run (2 round trips per day, calendar working days per month) is entered: "72 miles run; number of crews, 1; conductors, \$117.98 per month; brakemen, \$76.23 per month."

³ Includes amount paid by express company.

⁴ Night brakemen on Galena branch run shall also act as night operator at Galena.

QUESTION 16—Continued.

PROPOSAL.

AWARD.

CENTERVILLE DIVISION.

Centerville, Carrollton, and return. Sunday only. Conductors \$6.60 per day and brakemen \$3.85 per day.

Clarinda and Shenandoah, 5 cents per mile for conductors and 3.45 cents per mile for brakemen, including switching at Clarinda and Shenandoah, 100 miles or less, 10 hours or less to constitute a day.

HANNIBAL DIVISION.

Hannibal and Louisiana run: Conductors \$118.58 and brakemen \$76.23 per month, including switching during day, 10 hours or less, 100 miles or less, to constitute a day.

Old Monroe, Francis, and return, Mondays, Wednesdays, and Fridays. Conductors, \$88 per month; brakemen, \$58.66 per month; to be paid extra for making up train at both ends of run at overtime rates for way freights.

ST. JOSEPH DIVISION.

Leavenworth stub: Conductors, \$110 per month; baggagemen and brakemen \$75.00 per month; extra pay for switching at Armour and Leavenworth, overtime after 10 hours pro rata.

Atchison stub: Conductors, \$110 per month; baggagemen and brakemen, \$75 per month. Extra pay for switching at Armour and Leavenworth, overtime after 10 hours pro rata.

Station switching at Villisca by St. Joseph division crews will be paid for at 50 cents per hour for conductors and 34.5 cents for brakemen.

LINCOLN DIVISION.

Greely Center and Erickson, daily except Sunday. Conductors, \$4.25 per day; brakemen, \$2.83 per day, minimum of 100 miles or less, 10 hours or less to constitute a day; overtime pro rata.

CENTERVILLE DIVISION.

Centerville, Carrollton, and return, Sunday only. Conductors \$6.60 per day, brakemen \$3.85 per day.

HANNIBAL DIVISION.

Hannibal, Louisiana, and return: Conductors \$118.58 and brakemen \$76.23 per calendar working day month, including switching and work service during the day.

Old Monroe, Francis, and return, Mondays, Wednesdays, and Fridays. Conductors \$88 and brakemen \$58.66 per month. Paid extra for making up trains at both ends of run.

ST. JOSEPH DIVISION.

Leavenworth stub: Conductors, \$110 per month; baggagemen¹ and brakemen, \$72.50 per calendar month.

Paid extra for switching at turn-around points at \$0.385 for conductor and \$0.253 for trainmen per hour.

Atchison stub, for day crews: Conductor, \$110 per calendar month; baggage-man¹ and brakeman, \$72.50 per calendar month. If required to do switching will be paid for at rate of 38.5 cents per hour for conductor and 25.3 cents per hour for brakeman.

¹ Includes amount paid by express company.

QUESTION 16—Continued.

PROPOSAL.

AWARD.

For night crews: Conductors \$110 per calendar month, baggagemen¹ and brakemen \$72.50 per calendar month. Extra pay for switching at Armour and unloading merchandise at Armour and Winthrop at rates for conductors of 38.5 cents per hour and for baggagemen and brakemen 25.3 cents per hour.

Station switching at Villisca by St. Joseph division crews will be paid for at 47.5 cents per hour for conductors and 32.5 cents per hour for brakemen.

LINCOLN DIVISION.

Greeley Center-Erickson, daily except Sunday: Conductors² \$4.5375, brakemen \$3.146 per day. No extra compensation for switching. Pay for extra trips or construction service.

WYMORE DIVISION.

Nebraska City and Payne: Conductors \$115, brakemen (yardmen) bridge run.

Table Rock and Lincoln: Conductors 4.25 cents per mile and brakemen 2.83 cents per mile, allowing one hour's switching on No. 119 at Table Rock.

Superior and Edgar, two round trips: Conductors \$121 per month, brakemen \$81.07 per month. Pay for all switching at Superior and Edgar except work of making up their train, overtime pro rata after 11 hours and 20 minutes; above rate on basis of 26 days per month.

ALLIANCE DIVISION.

Hot Springs and Minnekahta mixed run: Conductors \$125.24 per month, brakemen \$84.70 per month; pro rata extra trips. Minimum of 100 miles for all trips; all assigned territory at through freight rates.

SHERIDAN DIVISION.

Frannie and Cody, two round trips daily except Sunday: Conductors \$154, head brakemen \$90.15, rear brakemen \$103.07 per month. One hour's switching allowed at Cody.

WYMORE DIVISION.

Nebraska City and Payne, bridge run: Conductors \$115; brakemen (yardmen). Month of 26 working days.

Table Rock and Lincoln, trains Nos. 119 and 120, round trip: Conductors \$127.05 and brakemen \$87.73 per month. Allow one hour switching on No. 119 at Table Rock. Month of 26 working days.

Superior and Edgar, two round trips: Conductors \$121, and brakemen \$81.07 per month of 26 working days. Extra pay for switching at initial and turn-around points.

ALLIANCE DIVISION.

Minnekahta and Hot Springs: Conductor \$125.24, and brakeman \$84.70 per month. Brakeman acts as express and baggage man. Actual mileage at through freight rates to be paid for extra trips on assigned territory, and actual miles or hours at through freight rates when off assigned territory.

SHERIDAN DIVISION.

Frannie and Cody; two round trips daily except Sunday. Conductors \$154 and brakemen \$90.15 per month. One hour switching allowed at Cody at way freight rates.

The compensation, basis of payment and allowances of the following runs are determined as indicated below:

Aurora-West Chicago-West Batavia, unchanged. Shabbona-Serena, unchanged. Rockford-Shabbona, unchanged. Sterling-Rock Island-Barstow, for month of calendar working days: Conductor \$145;

¹ Includes amount paid by express company.

² Conductors paid \$5 per month extra for handling express.

QUESTION 16—Continued.

PROPOSAL.

AWARD.

baggage men \$85, including amount paid by express company; brakeman \$77.50. Galesburg-West Havana, unchanged. Quincy-Louisiana, unchanged. Canton switch run, unchanged. Hannibal-Illasco, unchanged. Hannibal-Illasco-Shaletton, unchanged. Keokuk-Mount Pleasant, unchanged. Ottumwa-Fort Madison, unchanged. Burlington-Washington, unchanged. Oskaloosa-Winfield, unchanged. Smoky Hollow Coal Mine run, per day of 10 hours, overtime pro rata: Conductor \$4.40, brakeman \$3.10. Sidney-Carson: Conductor \$145; baggage man \$94, includes amount paid by express company; brakeman \$91. Red Oak-Griswold: Conductor \$142.50; baggage man \$85.01, includes amount paid by express company; brakeman \$77.50. Brookfield-Carrollton and return, unchanged. Napier-Villisca, unchanged. Pacific Junction-Council Bluffs, unchanged. Falls City-Nebraska City-Table Rock, unchanged. Fairmont-Chester, unchanged. Fairmont-Endicott, unchanged. McCook-Imperial, unchanged. Republican-Oberlin rates changed to \$4.40 for conductor and \$3.10 for brakeman. Orleans-St. Francis, rates changed to \$4.40 for conductor and \$3.10 for brakeman. Lincoln-Omaha-Pacific Junction: Brakeman's rate changed to \$78. Daytons Bluff and Minneapolis transfer: Conductor 45.5 cents per hour; brakeman 31.5 cents per hour. Ten hours one day. Overtime pro rata.

Clarinda-Villisca, Villisca-Bigelow, Bigelow-Clarinda (trains 47, Ex. 56-49), 1 crew. Conductor \$137, brakeman \$77.26.¹

Clarinda-Bigelow,² Bigelow-Villisca, Villisca-Clarinda (trains 50, 48, 55, 89), 1 crew. Conductor \$148.50, brakeman \$87.46.¹

Trains 50, 55, 56, 49; baggage man \$86.¹

Kirby-Casper—Through freight rates.

Where overtime rates are now specified as \$0.473 and \$0.319 for conductors and trainmen, respectively, they shall be changed to \$0.475 and \$0.325, respectively.

It is the intention that these runs shall be tabulated, and except as above indicated the rates of pay, overtime basis and other allowances and conditions as of February 1, 1914, shall continue.³

¹ Includes amount paid by express company.

² Switching at Clarinda will be paid for at 47.5 cents per hour for conductors and 32.5 cents per hour for brakemen.

³ When change is made in the schedule time of any train referred to or tabulated under this rule (52), the overtime basis of which is related to the schedule time of train, the pay will be readjusted on a fair basis. When new runs are established or existing runs changed, the rates of pay will be adjusted on a fair basis after conference between the general manager and the central committee representing the conductors and trainmen.

QUESTION 17.

PROPOSAL.

AWARD.

Rates of pay. Mountain service.

Edgemont and Deadwood, through freight: Conductor 4.96 cents per mile, brakeman 3.43 cents per mile; way freight conductor 5.55 cents per mile, and brakeman 3.78 cents per mile; 100 miles or less, 10 hours or less to constitute a day, overtime pro rata.

Deadwood to Spearfish, mixed run: Conductor 5 cents per mile, brakeman 3.55 cents per mile; 100 miles or less, 10 hours or less to constitute a day's run; overtime pro rata.

Mine runs in Black Hills district: Conductor 4.84 cents per mile, brakeman 3.63 cents per mile; 100 miles or less, 10 hours or less to constitute a day; overtime pro rata.

Deadwood and Lead Electric service: Conductor \$4.07 per day; overtime pro rata after 10 hours.

Denver and Lyons branch, through freight: Conductor 4.96 cents per mile, brakeman 3.43 cents per mile; way freight, conductor 5.55 cents per mile, brakeman 3.78 cents per mile; 100 miles or less, 10 hours or less to constitute a day; overtime pro rata.

On the tabulated runs and in mountain service, unless otherwise provided, the rules for overtime or special allowance will govern in the different classes of service.

ALLIANCE DIVISION AND BLACK HILLS DISTRICT.

Through freight, Edgemont and Englewood, 98.5 miles, allow 115 miles. Crews do necessary switching at Hill City without pay. Time allowed for switching at Englewood after one hour. Road overtime to be paid for at through freight overtime rates after 10 hours.

Through freight, Edgemont to Deadwood, 106.9 miles, allow 125 miles. Crews do necessary switching at Hill City without pay. Time allowed for switching at Englewood after one hour. Road overtime to be paid for at through freight overtime rates after 10 hours and 40 minutes.

Deadwood and Spearfish, 79 miles: Conductors \$125.24, and brakemen \$90.15 per month of 26 days. Brakeman acts as express and baggageman. Month's compensation includes switching. Road overtime paid for at way-freight overtime rates after schedule time of train has been exceeded one hour.

Black Hills and Fort Pierre R. R.—Deadwood and Ruby Basin runs. Conductors \$4.84 and brakemen \$3.63 per day. Ten hours constitutes a day's work. Overtime pro rata.

Edgemont and Englewood, way freight: Conductors \$0.0475 and brakemen \$0.0325 per mile. Overtime at regular way-freight rates after one hour to be paid on basis of allowed mileage taken at an average speed of 11 miles per hour—98.5 miles, allow 115 miles. Crews do necessary switching at Hill City without pay. Time allowed for switching at Englewood after one hour.

Edgemont and Deadwood, way freight: Conductors \$0.0475 and brakemen \$0.0325 per mile. Overtime at regular way-freight rates after one hour to be paid on basis of allowed mileage taken at an average speed of 11 miles per hour—106.9 miles, allow 125 miles. Crews do necessary switching at Hill City without pay. Time allowed for switching at Englewood after one hour.

Deadwood and Lead electric service: Conductors, \$122.10 per month; overtime pro rata after 10 hours per day.

Edgemont and Hill City, round trip, 120.8 miles, allow 140 miles: Crews do necessary switching at Hill City without pay; overtime at through-freight rates on basis of 10 miles per hour on actual miles run.

Deadwood and Hill City, round trip, 93 miles, allow 125 miles: Crews do necessary switching without extra pay; overtime after 10 hours at through-freight rate.

QUESTION 17—Continued.

PROPOSAL.

AWARD.

Hill City and Keystone, side trip, 19.1 miles round trip, allow 25 miles: Crews do necessary switching at Hill City without extra pay.¹

QUESTION 18.

LOCAL, THROUGH, AND IRREGULAR
FREIGHT SERVICE.

Trainmen in local-freight service will be paid, for conductors 5 cents per mile and brakemen 3.45 cents per mile, 100 miles or less, 10 hours or less, to constitute a day; overtime pro rata.

Trainmen in local-freight service will be paid as follows: Conductors 4.75 cents per mile and brakemen 3.25 cents per mile, 100 miles or less, 10 hours or less to constitute a day; overtime pro rata. The following way-freight runs are to be tabulated at their present basis of pay, overtime, and other allowances and conditions:

Aurora to Streator.
Mendota to Denrock.
Galesburg to Peoria.
Burlington to Ottumwa.
Albia to Creston.
Galesburg to Burlington.
Creston to Pacific Junction.
Brookfield to Centerville.
Lincoln to Aurora.
Aurora to Burwell.
Wymore to Napier.
Wymore to Red Cloud.
Chester to Fairmont.
Wymore to Lincoln.
Burlington to Centerville.
Keokuk to Centerville.
Beardstown to Reo.
Hannibal to Burlington.
Brookfield to Hannibal.
Brookfield to St. Joseph.
Kansas City to Cameron Junction.
Lincoln to Plattsmouth.
Sutton to Alma.
Aurora to Ravenna.
Table Rock to Lincoln.
Edgar to Holdrege.
Endicott to Fairmont.

QUESTION 19.

Local-freight trains are trains that are run for the purpose of doing all way freight between designated terminals. Way-freight work consists of handling short cars, doing station switching, loading and unloading freight.

This proposed rule is denied.

¹ The conditions specified in the remarks and under the tabulations on pages 58 and 59 of the schedule of Dec. 29, 1910, to be continued except as in this rule specifically changed.

QUESTION 20.

PROPOSAL.

Crews delayed 30 minutes or more at terminals from time ordered to report for duty until train is clear of established terminal limits will be paid for the full delay at overtime rates. In case no terminal time is earned on outgoing trains, road time will begin at time crew is ordered to report for duty. Crews delayed 30 minutes or more after arrival at established terminal limits will be paid for the full delay at overtime rates. In case no terminal time is earned on incoming trains, road time will continue until crew is relieved.

AWARD.

Through-freight crews and way-freight crews paid on mileage basis delayed one hour or more in starting from or after arriving at a terminal will be paid for the full delay.

Time at starting terminal to be computed from time crew is ordered to leave.¹

QUESTION 21.

Way freight crews paid mileage rates, delayed one hour or more in starting from or after arriving at a terminal will be paid for the full delay. In computing overtime, time allowed under this rule will be deducted to prevent duplicate payment.

This proposed rule is denied.

QUESTION 22.

Proposed by company: Way freight crews, paid monthly rates, will be allowed full overtime at 47.3 and 31.9 cents per hour, respectively, for conductors and brakemen, including terminal delays, when schedule time is exceeded one hour.

Way freight crews paid monthly rates will be allowed full overtime at 47.5 and 32.5 cents per hour for conductors and brakemen, respectively, including terminal delays, when schedule time is exceeded one hour.

QUESTION 23.

Proposed by company: When way freights are annulled and through freights are required to do way freight work, such as unloading freight at stations and doing station switching other than picking up and setting out cars they will be paid way freight rates for the whole or that portion of the trip for which the way freight train has been annulled. If for any reason other than annulment of a way freight train, way freight work is done by a through freight train, the actual time used in doing such way freight work shall be paid for at hourly rates.

In computing overtime, time allowed under this rule will be deducted to prevent duplicate payments.

When way freights are annulled and through freights are required to do way freight work, such as loading or unloading freight at stations or doing station switching other than picking up and setting out cars, they will be paid way freight rates for the whole or that portion of the trip for which the way freight train has been annulled. If for any reason other than the annulment of a way freight train, way freight work is done by a through freight train, the actual miles run or time used in such work shall be paid for at way freight rates.

In computing overtime, time allowed under this rule will be deducted to prevent duplicate payments.²

¹ The rule in the schedule in effect prior to this arbitration covering this point is rule 20, under "Through-freight service," and reads: "Crews delayed one hour or more in starting from or after arriving at a terminal will be paid for the full delay."

² The rule in effect in the schedule prior to this arbitration covering this point is rule 45 under "Way freight runs" and reads: "When way freights are annulled and through freights are required to do way freight work, such as unloading freight at stations and doing station switching other than picking up and setting out cars, they will be paid way freight rates for the whole or that portion of the trip for which the way freight train has been annulled. If for any reason other than annulment of a way freight train, way freight work is done by a through freight train, the actual time in doing such way freight work shall be paid for at hourly rates."

QUESTION 24.

PROPOSAL.

AWARD.

Proposed by company: Freight crews required to do switching or other work at terminals will be paid full time, providing the time exceeds 30 minutes, except when pay is arranged to suit such service.

Freight crews required to do switching or other work at terminals will be paid full time, providing the time exceeds 15 minutes.

This rule is interpreted to mean that tabulated runs that heretofore paid extra for terminal switching shall continue to pay on the same basis, otherwise this rule will not apply to the tabulated runs.¹

QUESTION 25.

A crew required to do switching or other work at terminals will be paid full time for such service as per rule 14, as agreed to June 27, 1913.

This proposed rule is denied.

QUESTION 26.

On turn-around trips, if the time consumed at the turning point is two hours or more, crew will be paid for all time at the turning point in addition to all other time earned.

This proposed rule is denied.

QUESTION 27.

Overtime pro rata will be paid for all time used to complete a trip in excess of a rate of speed of 10 miles per hour, time to be computed as per rule 14.

This proposed rule is denied.

QUESTION 28.

In freight service overtime pro rata will be paid for all time used to complete a trip in excess of a rate of speed of 10 miles per hour, time to be computed from the time crew is ordered to leave initial terminal until relieved at destination.

In freight service, except as otherwise provided in tabulated runs, overtime pro rata will be paid for all time used to complete a trip in excess of a rate of speed of 10 miles per hour, time to be computed from the time crew is ordered to leave initial terminal point until relieved at destination.²

QUESTION 29.

Crews in through and irregular freight service, required to load or unload merchandise, or to do station switching, or place cars for other trains, or to set out cars on more than one track, or to load or unload stock or material, or to rebrass, ice, or weigh cars, or to replace derailed cars, or chain up cars set out by other trains, will be paid for such work at regular overtime rates. Time consumed in performing one or more of the above-mentioned classes of service at or between different points to be cumulative. Crews required to clean or sand stock cars, or to load or unload

Crews in through and irregular freight service required to clean or sand stock cars, or to rebrass, chain up, or replace derailed cars set out or derailed by other trains, or to put up coal at any point will be paid at their overtime rate for the actual time consumed. Switching incidental to work paid for under this rule will be included in the time of such work.³

¹ The rule in effect in the schedule prior to this arbitration covering this point is rule 36 under "Through freight service," and reads: "A crew required to do switching or other work at terminals will be paid full time, providing the time exceeds 30 minutes, except when pay is arranged to include such service."

² The rule in effect in the schedule prior to this arbitration covering this point is rule 29 under "Through freight service," and reads: "Overtime pro rata will be paid for all time used to complete a trip in excess of a rate of speed of 10 miles per hour, time to be computed from the time crew is ordered to leave initial terminal until relieved at destination."

³ This is a new rule, there being nothing similar to it in the schedule in effect prior to this arbitration.

QUESTION 29—Continued.

PROPOSAL.

stock at intermediate points or terminals, will be paid for actual time consumed, at their overtime rates in addition to trip.

AWARD.

QUESTION 30.

Crews in through and irregular freight service, consuming two hours or more picking up or setting out cars between the terminals of their runs, will be paid local freight rates for such trips, the only time to be counted under this article is that necessarily required in doing the work. It is understood that short cars will be handled on way freight trains, however, if through and irregular freights are required to handle short cars, they will be paid for actual time doing such work, if less than two hours, at their regular overtime rates. Stock and perishable freight excepted.

This proposed rule is denied.

QUESTION 31.

Pool crews will be guaranteed 3,000 miles per month or paid therefor, terminal delay and overtime not to be computed to make up the above mileage. This rule not to operate to prevent pool crews from making more than 3,000 miles per month.

When traffic becomes so light that pool crews can not make 3,000 miles per month the number will be reduced. This rule not to operate to prevent pool crews from making more than 3,000 miles per month.¹

QUESTION 32.

Pool crews held at their away-from-home terminal 24 hours or more from time of arrival will be paid 10 hours' pay for each 24 hours so held.

Pool crews will be paid 100 miles for the first 30 hours held at other than their home terminals and 100 miles for each complete 24 hours so held thereafter, except in cases of snow blockades, washouts, or serious wrecks preventing the operation of trains.²

QUESTION 33.

Assigned crews ready for work will receive a full month's pay, it being understood that no time will be deducted on account of train being annulled for any cause.

Assigned crews ready for work will receive a full month's pay, it being understood that no time will be deducted on account of trains being annulled except on account of snow blockades, washouts, or serious wrecks preventing the operation of trains or on account of the following holidays: New Year's, Fourth of July, Thanksgiving, and Christmas.

Crews may also be used in any other service to complete guaranty when for any reason regular assignment is discontinued, but such service shall be paid for at the schedule rates, unless the earnings from such rates would be less per day than would have been earned in regular assignment.²

¹ The rule in the schedule in effect prior to this arbitration covering this point is rule 35 under "Through freight service," and reads: "When traffic becomes so light that reasonable monthly wages can not be made, the number of crews will be reduced. Other things being equal, the men youngest in point of service will be laid off, the superintendent to be the judge as to qualifications."

² It is the intention to so apportion pool crews that they may make not less than approximately 3,000 miles per month.

² This is a new rule, there being nothing similar to it in the schedule in effect prior to this arbitration.

QUESTION 34.

PROPOSAL.

AWARD.

When trainmen are required to shovel coal on to engine or to coal them by means of hand or air hoist, they will be paid for such work at their overtime rates with a minimum of one hour. This in addition to all other time earned on trip. Trainmen will not be required to shovel down coal on tender of engine.

When trainmen are required to shovel coal on to engines or coal them by means of hand hoist they will be paid for such work at their overtime rates. This in addition to all other time earned on trip. Trainmen not actually doing such work will not be paid hereunder.

Trainmen will not be required to shovel down coal on tender of engine.¹

QUESTION 35.

On all local freight trains, the train crew will consist of not less than one conductor and three brakemen.

Three brakemen will be continued on way freight runs as per the agreement effective December 29, 1910.

QUESTION 36.

Trainmen in regular work-train service will be paid as follows: Conductors \$115.70 and brakemen \$76.96 per calendar working day month, 10 hours or less to constitute a day, overtime pro rata, actual minutes to be counted. When the total mileage made on any day amounts to more than the hours, the crew will be paid on a mileage basis at through freight rates. Crews to be allowed time to eat meals during working hours without loss of time.

Trainmen in regular work-train service will be paid as follows: Conductors \$113.85 and brakemen \$75.90 per calendar working day month, 10 hours or less to constitute a day, overtime pro rata, actual minutes to be counted. When the total mileage made on any day amounts to more than the hours, the crew will be paid on a mileage basis at through freight rates.

QUESTION 37.

Where conductors act as foremen or telegraph or telephone operator, or both, or brakemen act as telegraph or telephone operator, \$16.90 per month extra will be allowed. If a conductor is required to oversee any part of the work pertaining to the Maintenance Department, he will be considered a foreman.

Where a trainman is required to act as foreman, or telegraph or telephone operator, or both foreman and operator, payment will be allowed at the rate of \$16.50 per month extra.

Foreman is interpreted to mean a trainman required to oversee and direct maintenance men (other than cable men and workmen opening and closing car doors in connection with unloading trains and other similar work) working without a foreman.²

QUESTION 38.

If a work-train crew is used in revenue service, they will be paid not less than a minimum of 100 miles at through-freight rates, in addition to a minimum day in work-train service.

If a regular work-train crew is used to pick up or haul other than company freight or work-train cars they will be paid for actual mileage at through-freight rates if such payment would exceed work-train time while so engaged, but shall not be paid a combination of mileage and work-train time while so engaged.³

¹ This is a new rule, there being nothing similar to it in the schedule in effect prior to this arbitration.

² The rule in the schedule in effect prior to this arbitration covering this point is a part of rule 39 under the heading "Regular work trains" and reads: "Where conductor acts as foreman or operator, or both, or brakeman acts as operator, \$16.50 per month extra will be allowed."

³ The rule in the schedule in effect prior to this arbitration covering this point is a part of rule 40 under the heading "Regular work trains" and reads: "If used to pick up or haul other than company freight or work-train cars, they will be paid for the actual mileage at through-freight rates."

QUESTION 39.

PROPOSAL.

The practice of double-heading freight trains of over 30 cars, exclusive of way car, will be discontinued, except as follows:

(a) Two engines of Class "A" type may be used on trains on all divisions, with a maximum tonnage of 1,200 tons in one train.

(b) Helping engines may be used to assist trains (way-freight trains excepted) between the following points:

Aurora to Scraper Works.
Wyanet to Neponset.
Savanna Yard to Daggetts.
Browning to Baders.
Walnut Hill, both ways, on Zearing Line.

Daytons Bluff to Minneapolis.
La Salle to Ticona.
Garden Plain Hill (both ways).
Quincy to Ewbanks.
East Alton to Brighton.
Burlington to West Burlington.
Ottumwa to Agency.
Burlington to Latty.
Lacona to Chariton.
Fontanelle to Greenfield.
Troy to Whitebreast.
Fort Madison to Sawyer.
Amazonia to Savanna.
Rosendale to Savanna.
Conway to Creston.
Chariton to New Cambria.
North River to Palmyra Junction.
Bigelow to Maitland.
St. Louis to Spanish Lake.
Keokuk to Moor.
Murray to Kansas City.
Plattsmouth and Pacific Junction.
Crawford and Belmont.
Lincoln and Seward, via Milford.
Wyola and Sheridan.
Brush to Akron.
Oxford to Holdrege.
All over Black Hills lines.
Gibson and South Omaha.
Malcolm and Tamora.

Wymore and Table Rock (with not to exceed 1,500 gross tons).

Sheridan and Clearmont (with pusher from Sheridan to point 3 miles east).

(c) No double-headers will be run except as hereinbefore specified and under the following conditions: In case of storms, accidents, moving engines to and from shops or from one division to another; to expedite stock or perishable freight; but in all cases under this rule the tonnage will not exceed the rating of the largest engine attached.

(d) When by reason of acquirement of additional line or change of grade it becomes necessary, helper service may be established where the conditions are

AWARD.

The practice of double-heading freight trains of over 30 cars, exclusive of way cars, will be discontinued, except as follows:

(a) Two engines of Class "A" type may be used on trains on all divisions, with a maximum tonnage of 1,200 tons in one train.

(b) Helping engines may be used to assist trains between the following points:

Aurora to Scraper Works.
Wyanet to Neponset.
Savanna Yard to Daggetts.
Walnut Hill, both ways, on Zearing Line.

La Salle to Ticona.
Garden Plain Hill (both ways).
Quincy to Ewbanks.
Daytons Bluff to Minneapolis.
Browning to Baders.
East Alton to Brighton.
Burlington to Latty.
Fort Madison to Sawyer.
Burlington to West Burlington.
Ottumwa to Agency.
Lacona to Chariton.
Troy to Whitebreast.
Fontanelle to Greenfield.
Amazonia to Savanna.
Rosendale to Savanna.
Conway to Creston.
St. Louis to Spanish Lake.
Keokuk to Moor.
Callao to New Cambria.
North River to Palmyra Junction.
Bigelow to Maitland.
Murray and Kansas City.
Plattsmouth and Pacific Junction.
Gibson and South Omaha.
Lincoln and Seward, via Milford.
Malcolm and Tamora.
Wymore and Table Rock (with not to exceed 1,500 gross tons).

Brush to Akron.
Oxford to Holdrege.
Crawford and Belmont.
All over Black Hills lines.
Wyola and Sheridan.
Sheridan and Clearmont (with pusher from Sheridan to point 3 miles east).

Deer Grove and Van Orin.

Alpha and Lynn.
Creston to Lenox.
Aronzville to Concord.
Lafayette to Semper.
Wray to Akron.
Edgemont to Provo.
Ardmore to Orella.
Marsland and Girard.
Ionia and Sheridan.
Corinth and Hardin.
Arvada and Sparta.
Alliance to Angora.
Bridgeport to Angora.

QUESTION 39—Continued.

PROPOSAL.

AWARD.

similar to those covered by helper limits as provided above, and if the company desires to establish helper service on acquired lines, or where grade has been changed, shall take the matter up with the officers of the general committee of the Order Railway Conductors and Brotherhood Railroad Trainmen, and no helper district will be established until it is agreed to by the representatives of the Order Railway Conductors and Brotherhood Railroad Trainmen.

(e) Double-header or helper engines will not be used on way freight trains.

(f) If regular helper engines are not established on helper districts named in the foregoing rules, the tonnage of trains will be limited to the rating of the engine handling the train without doubling.

(g) Under no circumstances will a train propelled by a Mallet engine be double-headed or helped with over 30 cars except from Sheridan, Wyo., to point 3 miles east.

(h) In case of an accident to any engine, consolidation may be effected with another train and the consolidated train brought into terminal as double-header.

(i) All helper or pusher engines will be accompanied by a conductor, who will be paid \$90 per month, calendar working days to constitute a month, 10 hours or less to constitute a day; overtime pro rata.

Bridgeport to Dalton.

Sterling to Peetz.

Sidney to Lorenzo.

Sidney and Marlowe.

East Bridger and Warren Summit.

Kane and Warren Summit.

Minnscola and Boyson.

Booneville to Arminto.

Guernsey to 2 miles west to east end of first tunnel Bona to Cassa both ways into Glendo.

Additional helper districts may be established by the company to take over any single grade the tonnage which any single engine handling the train may bring to the foot of that grade (by the foot of the grade is meant a convenient station near the foot of the grade at which the helper engine may be taken care of), but only after 30 days' notice by the company to the general committee of the Order Railway Conductors and Brotherhood Railroad Trainmen and an opportunity for a conference between the general manager of the company and the organizations for the purpose of considering the matter.

(c) No double-headers will be run except as hereinbefore specified and under the following conditions: In cases of storms, accidents, to avoid running engines light, moving engines to and from shops, or from one division to another; to expedite stock or perishable freight; but in all cases under this rule the tonnage will not exceed the rating of the largest engine attached.

(d) No way freight trains will be double-headed except where there is but one freight train each way daily, and then only under restrictions hereinbefore stated.¹

APPLICATION OF AWARD.

In order to show the practical results of the arbitration, a comparison of the rates of pay of conductors and trainmen on the Chicago, Burlington & Quincy Railroad, before and after the award, is presented in the following table:

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration.

Class of service.	Conductors.		Increase.		Brakemen.		Increase.	
	1910	1914	Amount.	Per cent.	1910	1914	Amount.	Per cent.
Through freight, per mile	Cents. 4.18	Cents. 4.18	Cents. 0.00	0.00	Cents. 2.783	Cents. 2.783	Cents. 0.00	0.00

¹ Nothing in the above rules in regard to limiting tonnage or length of train to be handled by double-headers or otherwise shall be construed so as in any way to limit or establish a precedent as to the proper or safe length of train to be handled by one engine.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration.

Average rate per month for specified runs.	Conductors.		Increase.		Baggagemen.		Increase.	
	1910	1914	Amount.	Per cent.	1910	1914	Amount.	Per cent.
Passenger service: ¹								
Illinois district, Aurora division.....	\$149.90	\$153.30	\$3.40	2.3	\$87.23	\$87.23	\$0.00	0.0
Illinois district, Galesburg division.....	146.30	148.82	2.52	1.7	83.44	83.98	.54	0.6
Iowa district, Burlington division.....	126.83	134.20	7.37	5.8	73.54	80.85	7.31	9.9
Iowa district, Ottumwa division.....	149.78	152.53	2.75	1.8	80.68	83.41	2.73	3.4
Iowa district, Creston division.....	149.23	149.23	.00	.0	81.38	82.69	1.31	1.6
Iowa district, Centerville division.....	155.84	158.39	2.55	1.6	80.32	82.96	2.64	3.3
Missouri district, Beardstown division.....	148.50	154.73	6.23	4.2	85.25	85.25	.00	.0
Missouri district, Hannibal division.....	161.97	161.97	.00	.0	91.63	92.16	.53	.6
Missouri district, Brookfield division.....	150.26	155.44	5.18	3.4	79.86	84.60	4.74	5.9
Missouri district, St. Joseph division.....	147.00	148.79	1.79	1.2	87.20	89.50	2.30	2.6
Nebraska district, Omaha division.....	141.62	144.52	2.90	2.0	.....	.....	.....	.....
Nebraska district, Lincoln division.....	136.18	144.54	8.36	6.1	.....	.....	.....	.....
Nebraska district, Wyomere division.....	138.10	141.49	3.39	2.5	.....	.....	.....	.....
Nebraska district, McCook division.....	138.83	142.37	3.54	2.5	.....	.....	.....	.....
Wyoming district, Steing division.....	143.50	152.83	4.33	2.9	.....	.....	.....	.....
Wyoming district, Alliance division.....	156.75	157.30	.55	.4	.....	.....	.....	.....
Wyoming district, Sheridan division.....	156.75	160.00	3.25	2.0	.....	.....	.....	.....
Suburban service:								
Chicago to Downer's Grove.....	119.90	124.90	5.00	4.2	.....	.....	.....	.....
Chicago to Aurora.....	132.00	136.40	4.40	3.3	.....	.....	.....	.....
Chicago to Aurora and Downer's Grove.....	132.00	137.00	5.00	3.8	.....	.....	.....	.....
Way freight: ²	125.79	125.79	.00	.0	.....	.....	.....	.....
Mixed train service—								
Winona to East Winona.....	101.75	110.00	8.25	8.1	.....	.....	.....	.....
Dubuque to East Dubuque.....	96.25	110.00	13.75	14.3	.....	.....	.....	.....
Galena to Galena Junction.....	103.40	110.00	6.60	6.4	.....	.....	.....	.....
Tracy to Oskaloosa.....	115.50	120.50	5.00	4.3	.....	.....	.....	.....
Leavenworth stub.....	103.40	110.00	6.60	6.4	64.19	72.50	8.31	12.9
Atchison stub.....	103.40	110.00	6.60	6.4	63.10	72.50	9.40	14.9
Sterling, Rock Island, and Barstow.....	137.50	145.00	7.50	5.5	81.95	85.00	3.05	3.7
Smoky Hollow Coal Mine run, per day.....	3.80	4.40	.60	15.8	.....	.....	.....	.....
Sidney to Carson and return.....	137.50	145.00	7.50	5.5	88.97	94.00	5.03	5.7
Red Oak to Griswold.....	137.50	142.50	5.00	3.6	.....	.....	.....	.....
Republican and Oberlin, per day.....	4.18	4.40	.22	5.3	.....	.....	.....	.....
Orleans and St. Francis, per day.....	4.18	4.40	.22	5.3	.....	.....	.....	.....

¹ Under rates fixed in 1913, the minimum rates of pay of passenger trainmen are as follows: Conductors \$134.20 per month, baggagemen \$80.85 per month, and brakemen and flagmen \$74.90 per month.

² Full overtime was allowed under 1910 rules at the rate of 47.3 cents per hour for conductors and 31.9 cents per hour for brakemen. Under 1914 rules, as a result of the arbitration, conductors were granted 4.75 cents and brakemen 3.25 cents per mile, 100 miles or less, 10 hours or less; while monthly paid way freights (full overtime) were raised to 47.5 cents per hour for conductors and 32.5 cents per hour for brakemen on overtime.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration—Continued.

Average rate per month for specified runs.	Conductors.		Increase.		Baggagemen.		Increase.	
	1910	1914	Amount.	Per cent.	1910	1914	Amount.	Per cent.
Way freight—Continued.								
Mixed train service—Continued.								
Dayton's Bluff and Minneapolis Transfer, per day.	\$4.24	\$4.55	\$0.31	7.3				
Clarinda to Villisca, Villisca to Bigelow, Bigelow to Clarinda.....	132.00	137.00	5.00	3.8				
Edgemont and Englewood, Edgemont and Deadwood, per mile.....	.045375	.0475	.002125	4.7				
Average rate per month for specified runs.	Brakemen.		Increase.		Flagmen.		Increase.	
	1910	1914	Amount.	Per cent.	1910	1914	Amount.	Per cent.
Passenger service: ¹								
Illinois district, Aurora division.....	\$71.60	\$75.75	\$4.15	5.8	\$75.66	\$75.75	\$0.09	0.1
Illinois district, Galesburg division.....	72.46	74.95	2.49	3.4	74.80	74.90	.10	.1
Iowa district, Burlington division.....	64.21	74.90	10.69	16.6				
Iowa district, Ottumwa division.....	68.97	74.90	5.93	8.6	74.80	74.90	.10	.1
Iowa district, Creston division.....	71.77	74.90	3.13	4.4	80.85	80.85	.00	.0
Iowa district, Centerville division.....	73.20	76.33	3.13	4.3				
Missouri district, Beardstown division.....	72.87	75.95	3.08	4.2	74.80	75.00	.20	.3
Missouri district, Hannibal division.....	74.38	74.90	.52	.7	80.85	80.85	.00	.0
Missouri district, Brookfield division.....	72.82	74.92	2.10	2.9	80.85	80.85	.00	.0
Missouri district, St. Joseph division.....	69.61	75.76	6.15	8.8	77.82	77.87	.05	.1
Nebraska district, Omaha division.....	71.74	75.88	4.14	5.8	77.82	77.87	.05	.1
Nebraska district, Lincoln division.....	72.52	76.90	4.38	6.0	79.75	80.85	1.10	1.4
Nebraska district, Wyomere division.....	76.14	76.22	.08	.1	80.85	80.85	.00	.0
Nebraska district, McCook division.....	76.45	77.45	1.00	1.3	80.85	80.85	.00	.0
Wyoming district, Sterling division.....	79.38	81.50	2.12	2.7				
Wyoming district, Alliance division.....	80.30	80.30	.00	.0				
Wyoming district, Sheridan division.....	80.85	82.93	2.08	2.6	84.15	84.15	.00	.0
Suburban service:								
Chicago to Downer's Grove.....	70.68	74.00	3.32	4.7				
Chicago to Aurora and Downer's Grove.....	73.70	76.00	2.30	3.1				

¹ Under rates fixed in 1913, the minimum rates of pay of passenger trainmen are as follows: Conductors \$134.20 per month, baggagemen \$80.85 per month, and brakemen and flagmen \$74.90 per month.

Amount and per cent of increase in rates of pay of conductors and trainmen as a result of the award of the board of arbitration—Continued.

Average rate per month for specified runs.	Brakemen.		Increase.		Flagmen.		Increase.	
	1910	1914	Amount.	Per cent.	1910	1914	Amount.	Per cent.
Way freight:	\$86.54	\$86.54	\$0.00	0.0				
Mixed train service—								
Winona to East								
Dubuque to East	70.40	72.50	2.10	3.0				
Dubuque.	70.40	72.50	2.10	3.0				
Galena to Galena								
Junction.	70.40	72.50	2.10	3.0				
Tracy to Oskaloosa.	66.00	72.50	6.50	9.8				
Leavenworth stub.	62.70	72.50	9.80	15.6				
Atchison stub.	62.70	72.50	9.80	15.6				
Sterling, Rock Island and Barstow	74.80	77.50	2.70	3.6				
Smoky Hollow Coal Mine Run, per day.	2.53	3.10	.57	22.5				
Sidney to Carson and return.	85.97	91.00	5.03	5.9				
Red Oak to Griswold.	73.15	77.50	4.35	5.9				
Republican and Oberlin, per day.	2.94	3.10	.16	5.4				
Orleans and St. Francis, per day.	2.94	3.10	.16	5.4				
Lincoln, Omaha, Pacific Junction.	74.80	78.00	3.20	4.3				
Dayton's Bluff and Minneapolis Transfer, per day.	2.90	3.15	.25	8.6				
Clarinda to Villisca, Villisca to Bigelow, Bigelow to Clarinda.	74.26	77.26	3.00	4.0				
Edgemont and Englewood, Edgemont and Deadwood, per mile.	.03146	.0325	.00104	3.3				
Average rate per month for specified runs.	Collectors.		Increase.		Joint express, baggage, and brakemen.		Increase.	
	1910	1914	Amount.	Per cent.	1910	1914	Amount.	Per cent.
Suburban service:								
Chicago to Downer's Grove.	\$86.90	\$90.50	\$3.60	4.1	\$80.85	\$83.73	\$2.88	3.6
Chicago to Aurora.	92.95	97.50	4.55	4.9	86.90	92.50	5.60	6.4
Chicago to Aurora and Downer's Grove.	92.95	96.00	3.05	3.3	86.90	90.00	3.10	3.6

¹ Full overtime was allowed under 1910 rules at the rate of 47.3 cents per hour for conductors and 31.9 cents per hour for brakemen. Under 1914 rules, as a result of the arbitration, conductors were granted 4.75 cents and brakemen 3.25 cents per mile, 100 miles or less, 10 hours or less; while monthly paid way freights (full overtime) were raised to 47.5 cents per hour for conductors and 32.5 cents per hour for brakemen on overtime.

A study of the preceding table shows that increases in rates of pay, based on the average rate per month for specified runs, were gained by conductors and trainmen in certain important services on the Chicago, Burlington & Quincy Railroad. The exceptions were in the through and way freight services, where no increases were granted.

In the passenger service conductors gained small increases on 15 out of 17 divisions. Brakemen received increases on 16 divisions in this service. On 8 out of 10 divisions on which baggagemen were employed in the passenger service increases in rates of pay were granted. Very small increases were gained by flagmen, no change being made on 6 out of 13 divisions.

Conductors in the suburban service gained from 3.3 per cent to 4.2 per cent in rates of pay, while brakemen, collectors, and joint express baggage and brakemen were granted increases in very nearly the same proportions.

The conductors, brakemen, and baggagemen employed in the mixed-train service received relatively higher percentages of increases in rates of pay than was granted in any of the other services. Conductors, for instance, were given increases ranging from 3.6 per cent to 15.8 per cent. The increases granted baggagemen ranged from 3.7 per cent to 14.9 per cent. The brakemen received increases of from 3 per cent to 22.5 per cent.

XIX.

WHEELING & LAKE ERIE, WABASH-PITTSBURGH TERMINAL, AND WEST SIDE BELT RAILROADS AND TELEGRAPHERS, TELEPHONERS, STATION AGENTS, AND SIGNALMEN: 1913.

The movement which resulted in the arbitration proceedings reviewed in the following pages represented an effort of approximately 191 telegraphers in the employ of the Wheeling & Lake Erie, Wabash-Pittsburgh Terminal, and the West Side Belt Railroads to secure a revision of the rules governing working conditions and a general increase in rates of pay. Stipulations for arbitration were agreed to November 7, 1913, and provided that the board of arbitration should consist of six members; that hearings should be held in Cleveland, Ohio; that the award should be made within 30 days from the beginning of hearings and should become effective as of December 1, 1913. Acting under this agreement the employees selected as arbitrators, S. J. Konenkamp, international president of the Commercial Telegraphers Union of America, and D. G. Ramsay, an attorney. The railroads selected D. R. Webner, trainmaster of the Wheeling & Lake Erie, and H. B. Chapman, also an attorney, and the membership of the board was completed by the appointment, as neutral members, of attorneys Alexander Hadden and James R. Garfield. The board was organized on December 29 with Mr. Hadden as chairman. Public hearings were held December 29 to 31, inclusive, and the arbitration award was announced January 13, 1914.

DEMANDS OF THE EMPLOYEES.

The stipulations respecting conditions of employment proposed by the employees involved practically the entire structure of rules and rate of pay in effect on the three railroads, and were presented to the board of arbitration in a series of articles designated by the numbers 1 to 17, inclusive. Article 1 embodied a proposed definition of the word telegrapher; articles 2 to 4, 7 to 9, 11 to 12, and 14 to 16, inclusive, related to working conditions, and articles 5, 6, and 10 to rates of pay for certain special duties and for work performed after the expiration of the regular hours of service. Article 13 embodied a request for the establishment of a minimum wage scale for telegraphers of \$65 per month, and in article 17 the employees requested a general increase in rates of pay of 15 per cent.

The testimony submitted to the board of arbitration included in addition to oral statements and depositions a series of 20 exhibits presented by the railroads and 17 exhibits introduced by the employees. Following the presentation of testimony oral arguments were made by representatives of the railroads and the telegraphers.

FINDINGS OF THE BOARD OF ARBITRATION.

The findings of the board of arbitration concerning the proposed changes in the wage scale were set forth in the concluding section of the award and, as pointed out in greater detail below, involved an average increase in the rates of pay of the employees concerned in the movement of \$4.46, or 6.4 per cent, as compared with their request for a general increase of 15 per cent. With respect to the rules governing working conditions, compensation for special duties, overtime and minimum rates of pay, the findings of the board, as a whole, were also favorable to the employees, the proposed rules, with modifications in certain details, being granted by the award.

The detailed requests of the employees as compared with the award of the board of arbitration are shown below, the articles of the requests, and the award with respect to each article being shown in parallel columns.

PROPOSALS OF EMPLOYEES.

AWARD.

ARTICLE I.

Employees required to perform telegraph service of any character or duration, agent-telegraphers, telephoners, agent-telephoners, whose duties include the handling of train orders or the blocking of trains by telephone, and any other employees included in the schedule of wages will be considered telegraphers within the meaning of this agreement, irrespective of title by which designated or character of service performed.

All telegraphers, agent-telegraphers, telephoners, agent-telephoners, and all employees of similar or lower grades required to perform telegraph or telephone service, whose duties include the handling of train orders or the blocking of trains, and any other employees included in the schedule of wages will be considered telegraphers within the meaning of this agreement, irrespective of title by which designated or character of service performed.

ARTICLE II.

(a) In three or more trick offices 8 consecutive hours shall constitute a day's work.

(b) In two-trick offices where the service is directly in connection with the movement of trains 9 consecutive hours shall constitute a day's work.

(c) In one-trick offices, and also in two-trick offices not connected with the movement of trains, 10 hours, exclusive of meal hour, shall constitute a day's work.

(d) In these offices hours shall begin between 6 and 8 a. m. or 6 and 8 p. m., and the meal hour shall commence between 11 a. m. and 12.30 p. m., or between 11 p. m. and 12.30 a. m.

(e) Employees not released for meals within the time limits named will be allowed 1 hour overtime on that account and 30 minutes for meals at the first opportunity.

(f) Except as relieved for meals the 10 hours shall be consecutive.

(a) In three or more trick offices 8 consecutive hours shall constitute a day's work.

(b) In two-trick offices where the service is directly in connection with the movement of trains 9 consecutive hours shall constitute a day's work.

(c) In one-trick offices, and also in two-trick offices not connected with the movement of trains, 10 hours, exclusive of meal hour, shall constitute a day's work.

(d) The meal hour shall commence between 11 a. m. and 12.30 p. m., or between 11 p. m. and 12.30 a. m.

(e) Employees not released for meals within the time limits named will be allowed 1 hour overtime on that account and 30 minutes for meals at the first opportunity.

(f) Except as relieved for meals the 10 hours shall be consecutive.

Article III was entitled "Promotion rights" and contained 13 paragraphs, designated by the letters of the alphabet (a) to (m), inclusive. Of the various proposals presented in this article the

stipulations contained in paragraphs (b), (d), (e), and (f) differed in no material respect from preexisting rules governing promotion and were continued by the arbitration award without controversy. A review of the record also shows that the rules proposed by the employees under paragraphs (a) and (g) to (l), inclusive, were conceded by the railroad company during the negotiations which preceded the arbitration, and that a unanimous award was made with respect to the stipulations contained in these paragraphs. The controversy under this article was thus confined to paragraphs (c) and (m), as follows:

PROPOSAL OF EMPLOYEES.

AWARD.

ARTICLE III.

(c) When vacancies occur or new positions are created, they will be advertised within 15 days for a period of 7 days and will be filled within 15 days thereafter.

(m) Men for appointive agencies will be chosen from official seniority list of telegraphers.

(c) When vacancies occur or new positions are created, they will be advertised within 15 days for a period of 7 days and will be filled within 15 days thereafter.

(m) Men for appointive agencies will be chosen from official seniority list of telegraphers, so far as practicable to do so.

ARTICLE IV.

A seniority list, including all employees who hold rights as telegraphers, will be kept on file in office of the superintendent, will be corrected on January 1 and July 1 of each year and will be open to inspection by telegraphers interested. The local chairman will be furnished copies.

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ARTICLE V.

(a) Telegraphers required to remain on duty after the expiration of regular hours for any service whatsoever will be paid overtime at the rate of 35 cents per hour, except when regular rate exceeds the overtime rate, in which case overtime rate will be paid pro rata.

(b) In computing overtime 30 minutes and less than 60 minutes shall be counted 1 hour; less than 30 minutes shall not be counted.

(c) Telegraphers summoned for duty outside of assigned hours will be allowed 50 cents for the first hour or fraction thereof and 35 cents per hour thereafter.

(a) Telegraphers required to remain on duty after the expiration of regular hours for any service whatever will be paid overtime at the rate of 30 cents per hour for the first hour and after that 35 cents per hour, except where regular rate exceeds overtime rate; in which case overtime rate will be paid pro rata. As amended, Garfield, Hadden, Konenkamp, Ramsay, 4 votes favorable; Chapman, Webner, 2 votes opposed.

(b) In computing overtime 30 minutes and less than 60 minutes shall be counted 1 hour; less than 30 minutes shall not be counted.

(c) Telegraphers summoned for duty outside of assigned hours will be allowed 50 cents for the first hour or fraction thereof and 35 cents per hour thereafter.

ARTICLE VI.

Telegraphers performing service at wrecks, washouts, or other similar emergency offices will receive a minimum of \$3.50 per day of 10 hours or less, and overtime at the same rate, time to be computed from the time called for at the regular place of employment until the return thereto.

Telegraphers performing service at wrecks, washouts, or other similar emergency offices will receive a minimum of \$3 per day of 10 hours or less, and overtime at the same rate, time to be computed from the time called for at the regular place of employment until the return thereto. As amended, vote unanimous.

PROPOSAL OF EMPLOYEES.

AWARD.

ARTICLE VII.

When employees covered by this schedule are transferred or accept a bulletined position they will be furnished free transportation for themselves wholly dependent members of their families, and effects, and will be allowed pay while making transfer, rate of pay to be based on position from which transfer is made.

When telegraphers regularly employed and covered by this schedule are transferred or accept a bulletined position they will be furnished free transportation for themselves, wholly dependent members of their families, and all effects when legally permissible, and will be allowed pay for time necessary to make transfer, rate of pay to be based on position from which transfer is made.

ARTICLE VIII.

Telegraphers attending court or inquests by instructions of the company will be paid full salary for the time lost and reasonable expenses if away from home. If no time is lost, actual time at overtime rates will be allowed while so engaged.

Telegraphers attending court or inquests by instruction of the company will be paid full salary for the time lost and reasonable expenses if away from home. If no time is lost, actual time at overtime rates will be allowed while so engaged. The company shall receive the witness fees.

ARTICLE IX.

Telegraphers will not be suspended, removed, or dismissed from the service of the company without just cause; in case of a suspension, removal, or discharge, or being held out of a position entitled to, he may, if he so desires, have a thorough investigation by the proper officer. Such desire shall be signified in writing within 10 days of the date of suspension, removal, or discharge, or being held out of a position entitled to, and the investigation shall begin as soon as possible, but within 10 days of date of such notice, and proceed with as little delay as possible until completed. The telegrapher shall have full opportunity to present his case and offer testimony and may be accompanied by a fellow employee. If the suspension, dismissal, or being held out of position entitled to is found to have been without just cause, the employee shall be reinstated and paid for time lost.

Telegraphers shall have the right to appeal any case to the higher officials in their regular order up to and including the general manager.

Telegraphers will not be suspended, removed, or dismissed from the service of the company without just cause. In case of suspension, removal, or discharge of a telegrapher he may, if he desires, have a thorough investigation by the proper officer. Such desire shall be signified in writing within 10 days of the date of suspension, removal, or discharge, and the investigation will be begun as soon as possible, but within 10 days of the date of such notice, and proceed with as little interruption as possible until completed. The telegrapher shall have full opportunity to present his case and offer testimony and may be accompanied by a fellow employee. If the suspension, removal, or dismissal is found to have been without just cause, the employee shall be reinstated and paid for time lost.

Telegraphers will have the right to appeal any case to the higher officials in their regular order up to and including the general manager.

ARTICLE X.

Telegraphers will not be required to scrub waiting rooms, offices, or outbuildings, and where telegraphers are required to attend one, or not to exceed two, switch lamps, or handle switches, crossing targets or crossing gates operated outside of offices, will be allowed \$5 per month extra compensation. Where telegraphers are required to handle over two switch lamps they will be paid \$1 per month for each additional lamp.

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PROPOSAL OF EMPLOYEES.

AWARD.

ARTICLE XI.

Telegraphers who have been in the service of the company 2 years or more shall have 15 days' annual vacation with pay or in lieu thereof 15 days' pay.

Vacation periods will be advertised during the first quarter of each year and will be granted according to seniority.

Vacations to start May 1 of each year.

Telegraphers shall have annual vacations with pay as follows: Those who have been in the service of the company more than 1 year, and less than 2 years, 7 days; and those over 2 years, 12 days, or in lieu thereof pay for those respective periods when required by the company to forego such vacations. Vacation periods shall be requested during January of each year, and will be granted according to seniority. Vacations are to start April 1 of each year.

ARTICLE XII.¹

Telegraphers will not be required to teach telegraphy or receive students into their offices, nor will they be permitted to receive students into their offices without permission from the superintendent.

Telegraphers will not be required to teach telegraphy or receive students into their offices, nor will they be permitted to receive students into their offices without permission from the superintendent.

ARTICLE XIII.

Minimum rate of pay for telegraphers will be \$65 per month.

Minimum rate of pay for telegraphers will be \$65 per month.

ARTICLE XIV.

Telegraphers who are not agents but are required to give bond will not be required to pay premium on such bond.

Telegraphers who are not agents but are required to give bond will not be required to pay premium on such bond.

ARTICLE XV.

Telegraphers at Homestead, Norwalk Yard, Lodi, Harmon, Brewster, Sherrods-ville, Adena, Pine Valley, Hopedale, Rook, Coal Docks, Canton, and Run Junction will not be required to take care of batteries.

Telegraphers at Homestead, Norwalk Yard, Lodi, Harmon, Brewster, Sherrods-ville, Adena, Pine Valley, Hopedale, Rook, Coal Docks, Canton, and Run Junction, and all other offices where there are more than eight cells, will not be required to take care of batteries.

ARTICLE XVI.

Annual system passes will be furnished telegraphers who have been in the service one year or more; their wives shall receive an annual system pass after any telegrapher has been in the service three years or more.

Annual system passes will be furnished telegraphers who have been in the service one year or more.

Article XVII contained a request of the employees for a general increase of 15 per cent in rates of pay. The finding of the board of arbitration in response to this request is presented in the award in the form of a statement of the various positions embraced in the so-called telegraphers' schedule, accompanied by a statement of rates of pay established by the board for the employees filling the respective

¹ This article was identical with preexisting rule and was continued by the arbitration award without controversy.

positions. The wage scale established as a result of the award under this article involved an increase in rates of pay for approximately 86 per cent of the employees of \$5 per month, these increases ranging on a percentage basis from 4.8 to 7.7 per cent. In addition to these increases, an advance in rates of pay of \$2.50 per month was secured by approximately 7 per cent of the employees, these advances ranging from 2.9 to 3.8 per cent.

APPLICATION OF THE AWARD.

(a) *Rates of pay.*—The finding of the board of arbitration involved, in addition to the increase in the wage scale awarded under Article XVII of the arbitration agreement, an increase in the rates of pay for work performed by telegraphers after the expiration of the regular hours of service, an increase in rates of pay for certain special services and special duties, and an increase in the minimum wage scale.

As a result of the award of the board of arbitration under Article V, the rate of pay for services performed after the expiration of the regular hours of duty was increased from 25 cents per hour to a rate of 30 cents for the first hour and 35 cents per hour thereafter, an increase of 5 cents, or 20 per cent, and 10 cents, or 40 per cent, per hour, respectively, as compared with the rates in effect before the arbitration. In the case of telegraphers summoned for duty outside of assigned hours the rate of 35 cents for each hour after the first hour awarded by the board of arbitration represents an increase of 10 cents per hour, or 40 per cent, as compared with the rate in effect before the award.

A comparison of the rates of pay in effect before and after the arbitration in the case of telegraphers performing service at wrecks, washouts, or other similar emergency offices shows an increase in the rates of compensation allowed for such services from \$2.50 to \$3 per day, or 20 per cent, with a proportionate increase in the overtime rate.

Under the rule in effect before the arbitration the payment of compensation for so-called special duties was confined to an allowance of \$5 per month in the case of telegraphers required to attend one or more switch lamps. This rule, as indicated above, was changed by the award so as to require the payment of the extra compensation of \$5 in the case of telegraphers required to attend one, or not to exceed two, switch lamps, or handle switches, crossing targets, or crossing gates operated outside of offices, with a stipulation for the payment of \$1 per month for each additional lamp in the case of telegraphers required to handle over two switch lamps.

In addition to the increases in rates of pay for special and overtime work involved in the award of the board of arbitration, as noted above, a minimum wage scale of \$65 per month was established by the award as compared with \$60 per month before the arbitration, an increase of \$5 per month, or 8.3 per cent.

The following statement shows the number of employees earning each specified rate of pay in effect before and after the award of the board of arbitration and the amount and per cent of increase in rates of compensation secured by such employees as a result of the award of the board under Article XVII.

Amount and per cent of increase in rates of pay of railroad telegraphers as a result of the award of the board of arbitration.

Number of employees earning each specified rate.	Per cent each specified number is of total number of employees.	Rate per month.		Increase.	
		Before arbitration.	After arbitration.	Amount.	Per cent.
6	3.15	\$65.00	\$65.00	\$0.00	0.0
3	1.57	65.00	67.50	2.50	3.8
66	34.55	65.00	70.00	5.00	7.7
3	1.57	67.50	72.50	5.00	7.4
1	.52	70.00	70.00	.00	.0
5	2.62	70.00	70.00	.00	.0
67	35.08	70.00	75.00	5.00	7.1
3	1.57	72.50	75.00	2.50	3.4
1	.52	72.50	77.50	5.00	6.9
1	.52	75.00	75.00	.00	.0
6	3.15	75.00	77.50	2.50	3.3
17	8.91	75.00	80.00	5.00	6.7
1	.52	80.00	82.50	2.50	3.1
5	2.62	80.00	85.00	5.00	6.3
1	.52	85.00	87.50	2.50	2.9
3	1.57	85.00	90.00	5.00	5.9
1	.52	95.00	100.00	5.00	5.3
1	.52	105.00	110.00	5.00	4.8
191	100.00	.....	.....	.....	.....

	Average rate per month.		Increase.	
	Before arbitration.	After arbitration.	Amount.	Per cent.
Total number of employees, 191.....	\$69.62	\$74.08	\$4.46	6.4
Total number of employees receiving increase, 178.....	69.73	74.53	4.80	7.0

From this statement it will be seen that the rates of pay of 66 employees were increased from \$65 per month before the award to \$70 per month under the wage scale subsequently adopted, an increase of \$5 per month, or 7.7 per cent. The rates of compensation of 67 employees, who were earning \$70 per month before the award, were increased to a rate of \$75 per month, an advance of 7.1 per cent. Increases of 6.7 per cent were received by 17 employees, whose rates of pay were advanced from \$75 to \$80 per month. From a comparison of the schedules of rates of pay in effect before and after the award it also appears that no change in rates of pay was made in the case of 6 employees earning \$65 and 5 who earned \$70 per month.

Considered in the aggregate the average increase in rates of pay of all employees, weighted according to the number earning each specified rate, was from an average monthly rate of \$69.62 before the award to an average rate of \$74.08 under the wage scale subsequently adopted, an average increase of \$4.46 per month, or 6.4 per cent. Eliminating from the comparison the employees who according to the schedules available for this analysis received no increases or decreases in salary, the average increase was from \$69.73 to \$74.53, an increase of \$4.80, or 7 per cent.

(b) *Working conditions.*—A comparison of the official schedule of rules of employment in effect before and after the arbitration shows

that the arbitration award resulted in material changes in the rules governing working conditions, these changes involving the basis of a day's work, care of batteries, promotion rights, vacations, passes, and other special duties and privileges.

Under the rule in effect before the arbitration, the basis of a day's work in telegraph offices operated as day or night offices only was fixed at 12 consecutive hours, inclusive of meal hour, and in offices operated continuously at 9 hours. The rule awarded by the board of arbitration as shown above stipulates that in one-trick offices, and also in two-trick offices not connected with the movement of trains, 10 hours, exclusive of meal hour; in two-trick offices where the service is directly in connection with the movement of trains, 9 consecutive hours; and in three or more trick offices, 8 consecutive hours shall constitute a day's work.

In connection with the reduction in hours of service awarded by the board under this article, the award stipulates that the meal hour of telegraphers in 10-hour offices shall commence between 11 a. m. and 12.30 p. m., or between 11 p. m. and 12.30 a. m., as compared with a meal hour commencing between 11 o'clock and 1 o'clock, day or night, for telegraphers whose hours of duty exceeded 9 hours per day, under the rule in effect before the award.

As a further result of the arbitration, the rule in effect prior to the award requiring vacancies or new positions to be advertised within 15 days for a period of 7 days, and filled thereafter as soon as possible, was changed so as to require such vacancies to be filled within 15 days after being so advertised. The award also provides, among other new rules with respect to promotion, that men for appointive agencies will be chosen from official seniority list of telegraphers, as far as practicable to do so.

The stipulation embodied in the arbitration award with respect to annual vacations with pay also represented a concession of material advantage to the employees, the privilege of vacation with pay under the rule in effect before the arbitration having been confined to telegraphers who had been in the service of the company for one year or more, filling 12-hour positions with telegraph duties, and the vacation period having been limited to 7 days. The rule awarded by the board of arbitration extends the vacation privileges to all employees included within the definition of the word telegrapher, and the vacation period is increased after the second year of service from 7 to 12 days.

The findings of the board of arbitration further involved a modification of the rule in effect before the award respecting the conditions under which employees should be furnished annual system passes, this rule having limited the granting of such passes to regular telegraphers who had been in the service two years or more and had a clear record for the previous year.

As a result of the award the rule was so amended as to provide that annual system passes should be furnished telegraphers after one year of service, irrespective of the former stipulation concerning the employee's record.

In addition to the foregoing, the stipulations contained in the arbitration award exempting telegraphers at the stations designated in Article XV from taking care of batteries, represented a specific concession made to the employees in the form of improved working conditions, as a result of the arbitration.

XX.

SOUTHERN RAILWAY AND MAINTENANCE-OF-WAY EMPLOYEES: 1913.

Arbitration in the case under review concerned requests for increased rates of pay presented to the Southern Railway Co. by a joint protective board representing approximately 2,784 maintenance-of-way employees in the service of the railroad.

DEMANDS OF EMPLOYEES.

The following wage increases were requested: All foremen, \$4 per month; bridgemen, carpenters, masons, painters, pile-driver engineers, $7\frac{1}{2}$ per cent; section and extra gang apprentices, 10 cents per day.

Arbitration was agreed to November 13, 1913, and hearings were conducted and a decision rendered by the board of arbitration in Washington, D. C., December 17. The board was composed of H. A. Herbert, lawyer; D. W. Lum, a maintenance-of-way engineer of the Southern Railway; and T. H. Gerry, general chairman of the organization of maintenance-of-way employees.

In support of the requests of the employees it was urged in brief that the wage advances which they had previously received had not been commensurate with the increase in the cost of living, nor with wage increases secured by laborers in other occupations. It was also contended that the rates of pay of the employees involved in the arbitration were relatively low compared with the wage scale prevailing in other employments.

FINDINGS OF THE BOARD OF ARBITRATION.

As a result of the award of the board of arbitration extra gang foremen received a wage increase of \$4 per month and the rates of pay of apprentices were increased 10 cents per day. The wage increases proposed for other classes of maintenance-of-way employees were disallowed, arbitrators H. A. Herbert and D. W. Lum concurring in the award, and arbitrator T. H. Gerry dissenting.

In rendering its decision reference was made by the board to the railroad's plea of financial inability to increase the wages of maintenance-of-way employees; to the increase in the cost of living during the period January, 1910, to July, 1913, as compared with wage increases granted the employees during the same period; and to the rates of pay received by foremen employed by the Southern Railway as compared with the wage rates of foremen employed on other railroads in the same territory.

After declaring that the responsibility of railroad employees and the risks which they incurred should be considered, the board declared that—

Considering the present financial straits of the railway company, we do not feel at liberty to award to the employees the highest rates being paid in the same territory for similar services, but only such rates as shall seem to be fair averages when compared with rates being paid for like services on near-by roads.

With respect to the increased cost of living, the board in its decision recited that the employees had received wage increases on May 1, 1911, and on May 1, 1912, and that these increases, in the aggregate, had exceeded the increase in the cost of living during the period January, 1910, to July, 1913.

Comparing the rates of pay of section foremen employed on the various railroads in southern territory, the board found that 6 railroads paid their section foremen somewhat higher rates than were paid on the Southern Railway, and that 5 paid the same rate or less, and that the Southern paid a higher rate per mile for supervision than was paid by any other of 14 railroads considered, with the exception of the Louisville & Nashville. In the case of yard foremen, the board found that the rates paid by the Southern were higher than the rates paid such employees on 6 out of 11 railroads considered. Comparing the rates of pay of extra gang foremen on 10 railroads, the board pointed out that the average rates of pay of such employees were higher on 6 of these railroads than the rates paid by the Southern Railway.

In connection with the wage increase awarded apprentices, the board reviewed briefly the status of these employees, stating that they were selected because of their capacity to become foremen, that in numbers as compared to foremen they were about as 1 to 4, and that as foremen, according to the evidence, did not often voluntarily vacate their places, promotion for apprentices was necessarily slow.

APPLICATION OF THE AWARD.

The wage increases awarded by the board of arbitration, as noted above, were confined to an increase of \$4 per month in the rates of pay of extra gang foremen, and an increase of 10 cents per day in the wages of apprentices. In a review of the monthly earnings of extra gang foremen on various railroads in southern territory, the board of arbitration, in its findings, stated that the average earnings of such employees on the Southern Railway were \$70.11 per month. On this basis, the average increase in the rates of pay of these employees as a result of the arbitration, stated in the form of a percentage, was 5.7 per cent. In the case of apprentices, the increase was from an average rate of \$1.50 per day before the award to an average rate after the award of \$1.60, an increase of 6.7 per cent.

XXI.

NEW YORK, CHICAGO & ST. LOUIS RAILROAD AND TELEGRAPHERS, STATION AGENTS, AND SIGNALMEN: 1914.

The employees involved in this arbitration included approximately 260 telegraphers, station agents, and signalmen, who were represented in the arbitration proceedings by the Order of Railroad Telegraphers. Stipulations for the arbitration were signed February 5, 1914, and embraced a series of articles presented to the railroad company by the employees, requesting a wage increase and certain changes in working conditions. The board of arbitration was composed of Julian W. Mack, judge of the United States District Court of the Northern District of Illinois, as chairman; J. A. Gordon, general superintendent of the Chicago Great Western Railroad Co., selected by the employer; and D. G. Ramsay, a lawyer of Chicago, Ill., selected by the employees. The first hearing was held by the board at Chicago, May 25, 1914, and the arbitration award was announced June 13, 1914.

DEMANDS OF THE EMPLOYEES.

The demands of the employees were presented to the board of arbitration in a series of seven articles, three of which related to the rate of pay for regular and overtime work, and four to working conditions.

The proposed changes in rates of pay involved a wage increase of 15 per cent, the payment of 15 per cent commission on Western Union Telegraph business, and an increase in the rate of pay for overtime work from 30 to 40 cents per hour.

Stipulations respecting conditions of employment involved the adoption of rules requiring all vacancies in agency positions to be bulletined to all offices at time such vacancies occurred, without restriction, overtime pay for all Sunday work; in one-man positions 10 consecutive hours, including meal hour, and in positions employing two or more men, 8 hours, respectively, to constitute a day's work, and an allowance of \$1 per day for expenses to regularly assigned telegraphers when used at other than their regular offices.

The following item was submitted to the board as a grievance:

The management agrees to take up with the connecting lines at Green Springs Junction and McComb for the vacation allowances for the years 1912 and 1913, but refuses to take up with the Vandalia, at Hibbard, claiming that this road will not participate in the allowance for vacation.

FINDINGS OF THE BOARD OF ARBITRATION.

In response to the request for an increase of 15 per cent in wages the board declined to award a flat percentage increase of any amount, but found that the employees, on account of the character of their services, were entitled to a minimum wage scale of \$65 per month and

awarded that such minimum wage scale should be adopted. For overtime work the board awarded a rate of 30 cents per hour for the first two hours and 35 cents per hour thereafter. The board pointed out that Western Union or commercial telegraph business was performed within the regular hours of service and fell within the scope of the duties of the employees and declined to award a commission on such business.

With respect to the posting of vacancies, the board ordered the adoption of a rule requiring such vacancies to be bulletined for 7 days at the time of their occurrence, applications to be made within 10 days, and the position to be filled within 20 days after the date of bulletin. The basis of a day's work in one-man positions was fixed at 11 consecutive hours, including meal hour; in two-trick offices at 9 consecutive hours, including meal hour; and in three or more trick offices at 8 consecutive hours, without any meal hour.

Respecting the request for an expense allowance of \$1 per day for regularly assigned telegraphers when used at other than their regular offices, the board stipulated that \$1 per day expense money should not be paid in case of a transfer to another office within the same city or town, but awarded a rule requiring the company to pay any additional expense actually and reasonably incurred by such employee not exceeding \$1 per day in case of such transfer.

In lieu of the rule requested by the employees providing for overtime pay for work performed on Sunday, the board directed that overtime be allowed for all Sunday work performed in excess of 6 consecutive hours.

With respect to the grievances specified by the employees the board found that the vacation allowances at Green Springs Junction and McComb for 1913 and for the future had been adjusted. The board recommended that the company insist upon the Vandalia Railroad paying the claim for the vacation allowance for the years 1912 and 1913 and for the future.

In a memoranda of dissent from the findings of the board of arbitration with respect to the minimum wage scale arbitrator J. A. Gordon stated that his signature was attached to the award as testifying that it was the findings of the majority, but not as an expression of his own convictions on the wage increase. Objection was also expressed by Mr. Gordon to the award of the board with respect to the basis of a day's work for service performed on Sunday.

Arbitrator D. G. Ramsay in a memoranda of dissent expressed the belief that the board should have granted a commission of 15 per cent on Western Union business, and a further wage increase of 15 per cent especially to the employees not benefited by the award of the minimum wage scale of \$65. Mr. Ramsay also expressed the belief that the telegraphers should have been granted the request for overtime for all work performed on Sunday.

APPLICATION OF THE AWARD.

(a) *Rates of pay.*—The table presented below gives the number of telegraphers in the service of the railroad at the time of the arbitration, the number and per cent receiving an increase in wages as a result of the arbitration award establishing a minimum wage scale of \$65 per month, and the minimum, maximum, and average amount

and per cent of increase. The basis of the statistical presentation consists of the printed schedules issued by the railroad company showing the rules and rates of pay in effect immediately before and after the award.

It will be noted from the table that 98 employees, or 26.5 per cent, received an increase in wages, these increases ranging from a minimum of \$1.25, or 2 per cent, to a maximum of \$14, or 27.5 per cent per month. The weighted average rate of pay for all employees earning less than \$65 per month before the arbitration was \$61.19, and the weighted average increase was \$3.81, or 6.2 per cent.

Employees.	Rate per month before arbitration of employees receiving wage increases.	Increase.	
		Amount.	Per cent.
Total number.....	260	¹ \$51.00	\$14.00 27.5
Number receiving increase.....	98	² 63.75	1.25 2.0
Per cent receiving increase.....	26.5	³ 61.19	3.81 6.2

¹ Minimum.² Maximum.³ Weighted average.

In addition to the wage increases noted above, the rates of pay of all telegraphers for overtime work after the second hour were increased as a result of the arbitration award from 30 to 35 cents per hour, or 16.7 per cent.

(b) *Working conditions.*—Changes in working conditions as a result of the arbitration award included a reduction in the regular hours of service per day in one-man positions from 12 to 11 consecutive hours, including meal hour, and a stipulation for the payment of overtime after 6 hours service on Sunday as compared with overtime payments for Sunday work on the same basis as week-day overtime prior to the award. The employees also gained the advantage of a rule requiring the company to bulletin all vacancies in agency positions at the time such vacancies occur, as contrasted with the former rule under which the company bulletined only such positions as in its judgment could not in the interest of the company be filled by the employees occupying schedule positions.

The rule awarded by the board of arbitration relative to the expense allowance of regularly assigned telegraphers transferred to work extra in another office in the same town or city provided for the payment by the company of the necessary expenses of such telegraphers not to exceed \$1 per day. The rule in force prior to the award provided for an expense allowance of \$1 per day in the case of regularly assigned telegraphers transferred from their regular positions to work extra, but did not expressly stipulate that such allowance should be paid in case of a transfer to another office within the same town or city.

XXII.

GEORGIA & FLORIDA RAILROAD AND BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN: 1914.

The arbitration case reviewed in this section involved approximately 58 engineers, firemen, and hostlers in the service of the Georgia & Florida Railway, and was the result of a joint movement by those employees to secure certain changes in working conditions and an increase in rates of pay. Stipulations for arbitration were signed by the parties, March 21, 1914, the employees being represented by officials of the Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemmen. The arbitration board was composed as follows:

Stanton J. Peele, judge, United States Court of Claims, appointed by the United States Board of Mediation and Conciliation.

A. W. Anderson, general manager Charleston & Western Carolina Railway, selected by employer.

L. S. Davis, general chairman Brotherhood of Locomotive Engineers selected by employees.

The board was organized with Judge Peele as chairman, and held its first session at Augusta, Ga., April 28, 1914. The arbitration award was rendered May 9, and was made retroactive so as to take effect March 1, 1914.

DEMANDS OF EMPLOYEES.

The wage scale proposed by the employees involved increases in the rate of pay of locomotive engineers in the various branches of service, ranging from 11 per cent in local freight to 16.7 per cent in passenger service, and in the case of overtime, increases of from 13 per cent in branch service to 25 per cent in passenger, freight, and mixed train service.

The wage scale proposed for firemen involved a slightly greater percentage of increase over existing rates than was requested for engineers, rates of pay equivalent to 55 per cent of engineers' rates being requested for firemen as compared with 50 per cent under the existing wage scale.

In the case of hostlers an increase of approximately 8 per cent in rates of pay for work performed during the regular hours of service and 20 per cent in the rates of pay for overtime work was requested.

In connection with the proposed wage scale submitted to arbitration the requests of the employees contained stipulations involving an increase in the rates of pay allowed engineers and firemen for attending court as witnesses to give evidence for the company, and a stipulation for the payment of compensation at overtime rates to these employees when held for 28 hours or over at other than home terminals without performing service. The proposed rules governing working conditions included stipulations relating to rest at terminals, changes in runs, etc.

FINDINGS OF THE BOARD OF ARBITRATION.

The conclusions presented in the arbitration award concerning the testimony submitted during the proceedings related on the one hand to the financial condition of the Georgia & Florida Railroad, and on the other to comparative rates of pay and conditions of service on this and other railroads operating in the southeastern States.

In view of the showing made as to the financial status of the company, and its conceded inability to earn its operating expenses, arbitrator Anderson contended that no wage increase should be granted and dissented from the conclusion of the majority members of the board that the requests of the employees for an increase in rates of pay should be determined by the rates paid by other roads in the same section of the country for like services. As reviewed by arbitrators Peele and Davis the evidence showed that the average basic rate per 100 miles for engineers, firemen, and hostlers on over 20 railroads operating in the southeast section was 15 per cent higher than the rate paid by the Georgia & Florida Railroad to such employees. With respect to character of service, size of engines in cylinders, tonnage of trains, and the various conditions confronting the employees in the operation of trains, it was further held that there was no material difference between such conditions on the other railroads and on the Georgia & Florida, except that on the latter there was less tonnage in freight service.

Because of the conditions so found to exist, the board of arbitration, Mr. Anderson dissenting, awarded increases in the rates of pay of engineers and firemen, ranging in passenger, freight, mixed, and work train service from 10 to 13.3 per cent. In switching service an increase of approximately 8 per cent was awarded, a slightly greater increase being granted in the rates of pay of hostlers.

With modifications in certain details, the several rules proposed by the employees, respecting working conditions, compensation for attending court, etc., with one exception were granted by the board of arbitration by a unanimous vote.

EXCEPTIONS TO THE ARBITRATION AWARD.

Upon the filing of the arbitration award in the clerk's office of the district in which the controversy arose, as required by law, the findings of the board of arbitration with respect to the proposed wage increase were made the subject of judicial review as authorized by section 11 of the arbitration act, the railroad company within the time prescribed interposing certain exceptions to the legality of the award.

Under these exceptions it was urged that the fact that other railroads in the same territory were paying better wages for similar services was not sufficient of itself to authorize an increase in the wages of the employees in question, and that there was no evidence that such an increase was otherwise proper. It was further urged that there was no evidence showing what wages were being paid to the same class of employees by all the other roads in the same territory nor the average of such wages.

It was admitted that there was "some evidence" as to what wages were paid by some of the other roads in the same territory, but the

evidence showed, it was insisted, that there was a marked difference in the different roads, especially between the smaller and the larger roads.

It was also urged that the award failed to show that there was an existing prevailing wage on such roads which was adopted by the arbitrators, and that it showed affirmatively that they considered the average of only a limited number of roads and failed to show that they considered in this average the wages on the shorter roads.

The exceptions presented by the railroad were heard in the United States District Court for the Northeastern Division of the Southern Division of Georgia, and on the 18th day of July, 1914, by order of the court, were overruled and a motion for judgment upon the award was ordered granted. Upon appeal by the railroad to the United States circuit court of appeals the judgment of the district court was affirmed the appellate court in its opinion reciting that "the arbitrators are called to find and make an award, and are not called to give reasons or arguments on either law or the facts."

THE AWARD IN DETAIL.

The various rules governing working conditions, special duties, etc., proposed by the employees as compared with the findings of the board of arbitration are shown below, the requests of the employees and the award being shown in parallel columns.

REQUESTS OF ENGINEERS, FIREMEN, AND HOSTLERS.

1. Engineers and firemen attending court as witnesses, or appearing before proper persons to give legal evidence for the company shall be paid as follows: All roads and work train engineers will be paid \$8 per day; all road and work train firemen will be paid \$5 per day; switch engineers will be paid \$7 per day; and switch firemen \$4 per day for each day lost on this account. These rates to apply on lay-over days when engineers or firemen are required to go away from home on this account. When attending court during their lay-over at home, engineers will be paid \$5 per day, and firemen will be paid \$2.75 per day. The company will furnish necessary transportation, and will be entitled to the certificate for witness fees in all cases.

2. When held at other than designated home terminals, without performing service 28 hours, engineers and firemen will be paid overtime rates, 10 hours to be the minimum for the first 28 hours so held, and minimum of 10 hours for each 24 hours so held thereafter, except in cases of men assigned to regular runs or when the laws prohibit the running of trains on Sunday interferes, or for days when the line is broken through an act of Providence.

AWARD OF THE BOARD OF ARBITRATION.

1. Engineers and firemen attending court or appearing before proper parties to give evidence for the company will be paid the amount they would have earned had they remained on their engines plus \$2 per day for expenses when required to go away from home terminals. Engineers and firemen required to attend court during their lay-over will be allowed a minimum day's pay for the class of service in which engaged. Extra engineers and firemen will be allowed a minimum day's pay for the class of service in which engaged plus \$2 per day for expenses when required to go away from home terminals. All engineers and firemen will be furnished transportation and the company will be entitled to witness certificates in all cases.

2. Engineers and firemen in unassigned service held more than 28 hours at other than designated home terminals without performing service are to be paid overtime rates as follows: Ten hours for the first 28 hours. Ten hours for the first 24 hours after the lapse of 28 hours, and 10 hours additional time for each complete 24 hours so held thereafter, provided that this regulation does not apply to engineers delayed by reason of compliance with the law or obstruction of the line through an act of Providence.

REQUESTS OF ENGINEERS, FIREMEN, AND HOSTLERS.

AWARD OF THE BOARD OF ARBITRATION.

3. Through freight or mixed trains that pick up or set off cars other than at junction points will be paid for at local freight rates for the entire trip. This does not apply to picking up or setting off cars loaded with perishable freight, but does apply to melon cars. When trains in through freight or mixed service are required to stop at any one station between terminals in excess of 45 minutes for the purpose of switching, engineers and firemen will be paid a minimum of 1 hour at overtime rates. This will not be deducted from road overtime.

4. Engineers and firemen will be entitled to 10 hours rest when they come in off their runs, provided they ask for it. Rest to be counted from the time they register in until they are called.

5. A change of time-table does not create a vacancy or change conditions unless there is 20 miles or more added to, or taken from, the mileage of the run or terminals, or lay-over runs changed; in such case the engineers will be allowed preference of runs in accordance with their seniority. Engineers or firemen in passenger service will not be required to run over 200 miles in one day, or one trip, unless in case of emergency. Engineers or firemen run around through no fault of their own, except to protect wreck trains, will be paid for time lost. Engineers and firemen on schedule straightaway runs, if turned around before reaching terminals, will be paid 100 miles in each direction.

6. In passenger service engineers will be paid for 100 miles or less \$3.50.

7. Engineers in through freight or mixed will be paid for 100 miles or less, \$4.25.

8. Engineers in local freight service will be paid for 100 miles or less, \$5.

9. In work train service engineers will be paid 10 hours or less, \$4.25.

10. In switching service engineers will be paid 10 hours or less, \$3.75.

11. In branch service engineers will be paid on Broxton branch, 12 hours or less, \$4; Millen branch, 12 hours or less, \$4.75; Moultrie branch, 12 hours or less, \$4.75.

4. Engineers and firemen may claim 10 hours rest after they have been on duty 12 hours and completed their run, provided they ask for it. Rest time to be computed from the time they register until they are relieved.

5. A change of time-table does not create a vacancy or change conditions unless there is 20 miles added to or taken from the mileage of the run or terminal or lay-over of such run changed; in such cases engineers will be allowed preference of runs in accordance with their seniority. Engineers and firemen run around through no fault of their own, except to protect wreck trains, will be paid for time lost.

6. Passenger service: Rate per mile, all engines, 3.40 cents; overtime, 50 cents per hour. A minimum of \$4 will be paid engineers in passenger service and \$2 for firemen in passenger service when miles allowed at the prescribed rate per mile for passenger service does not exceed the minimum.

7. Through freight and mixed: Rate per mile, all engines, 4.15 cents; overtime, 50 cents per hour. A minimum of 100 miles will be allowed.

8. Local-freight service: Rate per mile, all engines, 4.95 cents; overtime, 50 cents per hour. A minimum of 100 miles will be allowed.

9. Work train service: Rate per day, 12 hours or less, \$4.15; overtime, 40 cents per hour.

10. Switching service (exclusive of meal hours), 10 hours or less, \$3.50; overtime, 35 cents per hour.

11. Branch line service: Broxton branch, per day, 12 hours or less, \$3.85; overtime, 45 cents per hour. Millen branch, per day, 12 hours or less, \$4.65; overtime, 45

REQUESTS OF ENGINEERS, FIREMEN, AND
HOSTLERS.

AWARD OF THE BOARD OF ARBITRATION.

12. In passenger service engineers shall be paid overtime 50 cents per hour; in through freight and mixed service, 50 cents per hour; in local freight service, 50 cents per hour; in branch service, 45 cents per hour; in work train service, 42½ cents per hour; in switching service, 37½ cents per hour.

13. All firemen shall be paid 55 per cent of engineers' rates, including overtime.

14. Hostlers shall be paid 12 hours or less, \$3; overtime, 30 cents per hour.

cents per hour. Moultrie branch, per day, 12 hours or less, \$4.65; overtime, 45 cents per hour.

13. The rate for firemen we fix and award at 50 per cent of the rates awarded to the engineers.

14. Hostlers, 12 hours or less, \$3; overtime, 25 cents per hour.

APPLICATION OF THE AWARD.

(a) *Rates of pay.*—In the statements which follow a comparison is made of the rates of pay of locomotive engineers, firemen, and hostlers, as shown by the official schedules of rules and rates of pay in effect on the railroad before and after the award of the board of arbitration. In the case of locomotive engineers, as shown by the table below, increases in rates of pay were made as a result of the award, ranging from 7.7 per cent in switching to 13.3 per cent in passenger service, and from 10 per cent in local freight to 10.7 per cent in through freight, mixed, and work train service. In branch line service the rates of pay of engineers were increased by amounts ranging from 9.4 to 10 per cent of the preexisting rates. In connection with the wage increase granted in switching service, the basis of a day's work in this branch of service was reduced from 12 hours or less to 10 hours or less per day.

The table also shows the changes made in rates of pay for work performed after the expiration of the regular hours of service, the increases in overtime rates per hour ranging from 7.7 per cent in switching to 25 per cent in passenger, freight, and mixed train service.

Amount and per cent of increase in rates of pay of locomotive engineers as a result of the award of the board of arbitration.

Class of service.	Rate.		Increase.		Overtime, per hour.		Increase.	
	1912	1914	Amount.	Per cent.	1912	1914	Amount.	Per cent.
Passenger, per mile.....	\$0.0300	¹ \$0.0340	\$0.004	13.3	\$0.40	\$0.50	\$0.10	25.0
Through freight and mixed, per mile.....	.0375	.0415	.004	10.7	.40	.50	.10	25.0
Local freight, per mile.....	.0450	.0495	.0045	10.0	.40	.50	.10	25.0
Work train, per day.....	3.75	4.15	.40	10.7	.35	.40	.05	14.3
Switching, per day ²	3.25	3.50	.25	7.7	.325	.35	.025	7.7
Branch line:								
Broxton branch, per day.....	3.50	3.85	.35	10.0	.40	.45	.05	12.5
Mellen branch, per day.....	4.25	4.65	.40	9.4	.40	.45	.05	12.5
Moultrie branch, per day.....	4.25	4.65	.40	9.4	.40	.45	.05	12.5

¹ A minimum of \$4 paid engineers in passenger service when miles allowed at the prescribed rate per mile for passenger service does not exceed the minimum.

² Under the wage scale adopted as a result of the arbitration award, the basis of a day's work in switching service is fixed at 10 hours or less per day, as compared with a day of 12 hours or less before the award.

The percentages of increase in rates of pay received by locomotive firemen as a result of the award correspond to the increases received by the engineers, the rates of pay of firemen amounting to 50 per cent of engineers' rates, both before and after the award. The rates of pay of hostlers, as shown by the table following, were increased by the award from \$2.75 to \$3 per day, an increase of 25 cents per day, or 8.3 per cent, with an increase of 25 per cent in the rates of pay for overtime work.

Amount and per cent of increase in rates of pay of locomotive firemen and hostlers as a result of the award of the board of arbitration.

Class of service.	Rate.		Increase.		Overtime per hour.		Increase.	
	1912	1914	Amount.	Per cent.	1912	1914	Amount.	Per cent.
Passenger, per mile.....	\$0.015	\$0.017	\$0.002	13.3	\$0.20	\$0.25	\$0.05	25.0
Through freight and mixed, per mile.....	.01875	.02075	.002	10.7	.20	.25	.05	25.0
Local freight, per mile.....	.0225	.02475	.00225	10.0	.20	.25	.05	25.0
Work train, per day.....	1.875	2.075	.20	10.7	.175	.20	.025	14.3
Switching, per day ²	1.625	1.75	.125	7.7	.1625	.175	.0125	7.7
Branch line:								
Broxton branch, per day.....	1.75	1.925	.175	10.0	.20	.225	.025	12.5
Mellen branch, per day.....	2.125	2.325	.20	9.4	.20	.225	.025	12.5
Moultrie branch, per day.....	2.125	2.325	.20	9.4	.20	.225	.025	12.5
Hostlers, per day.....	2.75	3.00	.25	8.3	.20	.25	.05	25.0

¹ A minimum of \$2 for firemen in passenger service when miles allowed at the prescribed rate per mile for passenger service does not exceed the minimum.

² Under the wage scale adopted as a result of the arbitration award, the basis of a day's work in switching service is fixed at 10 hours or less per day as compared with a day of 12 hours or less before the award.

(b) *Working conditions.*—As a result of the arbitration award engineers and firemen in unassigned service secured the incorporation in the official schedule of the stipulation noted under article 2 of the award, providing for the payment of compensation at overtime rates to such employees when held for more than 28 hours at other than designated home terminals without performing service. The rules awarded by the board of arbitration under article 4, respecting changes in time-tables and loss of time through protecting wreck trains, also cover conditions of employment concerning which no agreement had been included in the official schedule in effect before the award.

The rule awarded by the board of arbitration under article 3, stipulating that engineers and firemen may claim 8 hours rest after they had been on duty 12 hours and completed their run, superseded the preexisting rule which provided that engineers could claim 8 hours rest after they had been on duty 10 hours and completed their run. The provisions concerning attendance at court incorporated in the official schedule as a result of the award displaced the preexisting rules which provided that road engineers and switch engineers should receive \$6 and \$5 per day, respectively, for time lost in attending court, and that firemen should be paid \$2 per day wages and \$2 per day expenses, free transportation to be furnished and the company to receive the witness fees.

XXIII.

RAILROADS IN WESTERN TERRITORY AND BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND BROTHERHOOD OF LOCOMO- TIVE FIREMEN AND ENGINEMEN: 1914-15.

WESTERN ARBITRATION OF 1914-15.

During December, 1914, and the period January 1 to April 30, 1915, there was an arbitration in Chicago of a controversy as to wages and working conditions between the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen and the following Western railroads:

Atchison, Topeka & Santa Fe Railway, eastern lines.
Atchison, Topeka & Santa Fe Railway, western lines.
Southern Kansas Railway of Texas.
Pecos & Northern Texas Railway.
Pecos River Railroad.
Rio Grande & El Paso Railroad.
Atchison, Topeka & Santa Fe, coast lines.
Grand Canyon Railway.
Atchison, Topeka & Santa Fe, Santa Fe, Prescott, and Phoenix lines.
Gulf, Colorado & Santa Fe Railway.
Texas & Gulf Railway.
Gulf & Interstate Railway of Texas.
Concho, San Saba & Llano Valley Railroad.
Baltimore & Ohio Chicago Terminal Railroad.
Belt Railway of Chicago (firemen only).
Canadian Northern Railway.
Duluth, Winnipeg & Pacific Railway.
Canadian Pacific Railway, lines west of Fort William.
Chicago & Alton Railroad.
Chicago & Northwestern Railway.
Pierre & Fort Pierre Bridge Railway.
Pierre, Rapid City & Northwestern Railroad.
Wyoming & Northwestern Railway.
Chicago & Western Indiana Railroad (firemen only).
Chicago, Burlington & Quincy Railroad.
Chicago Great Western Railroad.
Chicago Junction Railway.
Chicago, Milwaukee & St. Paul Railway, eastern lines.
Chicago, Milwaukee & St. Paul Railway, Puget Sound lines.
Bellingham & Northern Railroad.
Tacoma Eastern Railroad.
Chicago, Rock Island & Pacific Railway.
Chicago, Rock Island & Gulf Railway.
Chicago, St. Paul, Minneapolis & Omaha Railway.
Colorado & Southern Railway.
Davenport, Rock Island & Northwestern Railway.
Denver & Rio Grande Railroad.
Duluth, South Shore & Atlantic Railway.
Mineral Range Railroad.
El Paso & Southwestern Railway.
Fort Worth Belt Railway.
Fort Worth & Denver City Railway.
Wichita Valley Railway.
Great Northern Railway System.

Illinois Central Railroad.

Yazoo & Mississippi Valley Railway.

International & Great Northern Railway.

Kansas City, Clinton & Springfield Railway.

Kansas City Southern Railway.

Texarkana & Fort Smith Railway.

Kansas City Terminal Railway.

Louisiana & Arkansas Railway.

Minneapolis, St. Paul & Saulte Ste. Marie Railway.

Missouri & North Arkansas Railroad.

Missouri, Kansas & Texas Railway.

Missouri, Kansas & Texas Railway of Texas.

Beaumont & Great Northern Railroad.

Texas Central Railroad.

Wichita Falls Lines.

Missouri, Oklahoma & Gulf Railway.

Missouri Pacific Railway and St. Louis, Iron Mountain & Southern Railway.

New Orleans, Texas & Mexico Railroad.

Oregon & Northwestern Railroad.

Beaumont, Sour Lake & Western Railway.

Northern Pacific Railway.

Oregon Short Line Railroad.

Oregon-Washington Railroad & Navigation Co.

St. Louis & San Francisco Railroad (except hostlers).

St. Louis, Brownsville & Mexico Railway.

St. Louis, San Francisco & Texas Railway.

Fort Worth & Rio Grande Railway.

St. Louis Southwestern Railway.

St. Louis Southwestern Railway of Texas.

San Antonio & Aransas Pass Railway.

San Pedro, Los Angeles & Salt Lake Railroad.

Southern Pacific Company, Pacific system.

Spokane, Portland & Seattle Railway.

Oregon Trunk Railway.

Sunset Central Lines.

Galveston, Harrisburg & San Antonio Railway.

Houston & Texas Central Railroad.

Houston East & West Texas Railway.

Houston & Shreveport Railroad.

Texas & New Orleans Railroad.

Morgan's Louisiana & Texas Railroad & Steamship Co.

Louisiana Western Railroad.

Terminal Railroad Association of St. Louis.

St. Louis Merchants Bridge Terminal Railway.

Texas & Pacific Railway.

Dennison & Pacific Suburban Railway.

Weatherford, Mineral Wells & Northwestern Railway.

Trinity & Brazos Valley Railway.

Union Pacific Railroad.

Union Railway, Memphis.

Union Stock Yards of Omaha.

Wabash Railroad, lines west of Detroit and Toledo.

Western Pacific Railway.

Wiggins Ferry Co.

HISTORY.

On October 10, 1913, the Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen, through their duly accredited officers, in support of the demands of the engineers, firemen, and hostlers, presented a request on behalf of all such employees of the railroads named above for an increase in wages and for sundry improvements of the rules controlling conditions of service. Meetings were held between the committee representing the em-

ployees and the conference committee of managers representing the railroads in Chicago, Ill., and negotiations were carried on and a strike vote was taken. The committee representing the employees and the conference committee of managers having thus failed to adjust the controversy, the parties at interest invoked the provisions of the act of July 15, 1913, by calling on the United States Board of Mediation and Conciliation to undertake to settle the controversy by mediation.

Commissioner William L. Chambers, Judge Martin A. Knapp, and Assistant Commissioner G. W. W. Hanger, of the United States Board of Mediation and Conciliation, conferred with the parties at Chicago for several days, but were unable to settle the controversy by mediation. On August 3, 1914, the matter was submitted to arbitration by agreement.

The parties agreed that the matters in controversy should be submitted to an arbitration board composed of six members, two to be appointed by the brotherhoods, two by the railroads, and two neutral members. The brotherhoods named as their representatives on the board, F. A. Burgess, of Cleveland, Ohio, assistant grand chief, Brotherhood of Locomotive Engineers, and Timothy Shea, of Peoria, Ill., assistant president, Brotherhood of Locomotive Firemen and Enginemen. The railroads selected as their representatives H. E. Byram, of Chicago, Ill., vice president, Chicago, Burlington & Quincy Railroad, and W. L. Park, of Chicago, Ill., vice president, Illinois Central Railroad. The four members of the board thus chosen, not being able to agree upon the two neutral arbitrators within the time prescribed by law, so notified the board of mediation and conciliation, and on November 21, 1914, the United States Board of Mediation and Conciliation notified the four arbitrators chosen by the parties that under the provisions of the act of July 15, 1913, the board had named as the remaining arbitrators Jeter C. Pritchard, of Asheville, N. C., judge of the United States circuit court, and Charles Nagel of St. Louis, Mo., former Secretary of Commerce and Labor. The date for the beginning of the hearings was set for November 30, 1914.

The board of arbitration, appointed as above, held its first meeting, in the Federal Building, Chicago, Ill., on Monday, November 30, 1914. Judge Jeter C. Pritchard, of Asheville, N. C., was elected chairman of the board; H. S. Milstead, of Washington, D. C., was appointed secretary; William A. Britt, of Asheville, N. C., was appointed assistant secretary.

Public hearings were held from November 30, 1914, to and including March 18, 1915. On March 29, 1915, briefs were submitted by both sides and arguments were had from March 29, 1915, to and including April 2, 1915. Testimony was taken from November 30, 1914 (including arguments), to and including April 2, 1915. This testimony covers 7,828 printed pages. Exhibits were presented by the employees, numbered 1 to 89, and exhibits were presented by the railroads, numbered 1 to 50, inclusive. The board was in executive session from April 3, 1915, to and including April 30, 1915, and on the last named date announced and filed its award.

PROPOSITIONS SUBMITTED TO ARBITRATION.

The articles finally submitted to arbitration by mutual agreement, which were in reality the requests made by the brotherhoods, were as follows:

ARTICLE 1.

PASSENGER SERVICE.

One hundred miles or less, five hours or less, will constitute a day's work in all classes of passenger service. All mileage in excess of 100 miles shall be paid for pro rata.

ALL OTHER SERVICE EXCEPT SWITCHING.

One hundred miles or less, 10 hours or less, will constitute a day's work in all classes of service except passenger and switching service. All mileage in excess of 100 miles shall be paid for pro rata. Ten miles run will be the equivalent of one hour's service performed, or vice versa.

OVERTIME IN ROAD SERVICE.

Passenger service.—Overtime in passenger service will be computed and paid for on a basis of 20 miles per hour, at rate for each class of engine used.

All other road service.—Overtime in all other service except passenger and switching service will be computed on a basis of 10 miles per hour, and paid for at the rate of 15 miles per hour, at rate for each class of engine used.

All overtime will be computed on the minute basis.

ARTICLE 2.—RATES OF PAY.

PASSENGER SERVICE.

The rate in passenger service on locomotives other than the Mallet type weighing less than—

	Engineers.	Firemen.
80,000 pounds on drivers shall be.....	\$4.50	\$2.90
80,000 pounds and less than 100,000 pounds on drivers.....	4.60	3.00
100,000 pounds and less than 140,000 pounds on drivers.....	4.80	3.15
140,000 pounds and less than 170,000 pounds on drivers.....	5.00	3.25
170,000 pounds and less than 200,000 pounds on drivers.....	5.15	3.40
200,000 pounds and less than 225,000 pounds on drivers.....	5.35	3.50
225,000 pounds and less than 250,000 pounds on drivers.....	5.50	3.65
250,000 pounds and over on drivers.....	5.60	3.75

In all classes of service except passenger and switching service on locomotives other than Mallet type weighing less than—

	Engineers.	Firemen.
80,000 pounds on drivers shall be.....	\$5.00	\$3.25
80,000 pounds and less than 100,000 pounds on drivers.....	5.20	3.40
100,000 pounds and less than 140,000 pounds on drivers.....	5.40	3.50
140,000 pounds and less than 170,000 pounds on drivers.....	5.60	3.65
170,000 pounds and less than 200,000 pounds on drivers.....	5.80	3.75
200,000 pounds and less than 225,000 pounds on drivers.....	6.10	4.00
225,000 pounds and less than 250,000 pounds on drivers.....	6.40	4.25
250,000 pounds and over on drivers.....	6.70	4.50

Mallet type engines, all classes of service, except switching service, weighing less than—

	Engineers.	Firemen.
250,000 pounds on drivers.....	\$7.50	\$4.90
250,000 pounds and less than 300,000 pounds on drivers.....	7.75	5.10
300,000 pounds and less than 400,000 pounds on drivers.....	8.00	5.25
400,000 pounds and over on drivers.....	8.25	5.50

PUSHER, HELPER, MINE RUNS, WORK, WRECK, BELT LINE, TRANSFER, AND ALL OTHER UNCLASSIFIED SERVICE.

Engineers and firemen on locomotives in pusher and helper service, mine runs, work, wreck, belt line and transfer service, and all other unclassified service, will be paid through freight rates according to the class of engine.

DIVISIONS WHERE GRADE IS 1.8 PER CENT.

On all divisions where grade is 1.8 per cent or over an increase of 10 per cent over valley rates will be paid.

NARROW GAUGE LOCOMOTIVES.

On roads where narrow gauge locomotives are in service, a 5 per cent increase over present rates in effect shall be granted.

ELECTRIC LOCOMOTIVES, ELECTRIC, EITHER MULTIPLE UNIT OR SINGLE, GASOLINE, OR OTHER SERVICE.

Where electric, multiple unit, gasoline, or other service is installed as a substitute for steam, or is now in operation on any railroad parties to this agreement or on any of the tracks operated or controlled by any of them as part of their system, the locomotive engineers and firemen shall have the right to the position of motorman and helper, respectively. The term "helper" will be understood to mean the second man employed on electric locomotives or other power.

SENIORITY RIGHTS—RULES, HOURS OF SERVICE AND MILEAGE.

Seniority rights to be interchangeable. Steam rules, hours of service, and mileage to apply with the following rates of pay:

	Motorman.	Helper.
PASSENGER SERVICE.		
20,000 pounds tractive power and less	\$4.50	\$3.35
Over 20,000 pounds tractive power and less than 25,000 pounds	4.60	3.35
Over 25,000 pounds tractive power and less than 30,000 pounds	4.70	3.35
Over 30,000 pounds tractive power and less than 35,000 pounds	4.80	3.35
Over 35,000 pounds tractive power and less than 40,000 pounds	4.90	3.35
Over 40,000 pounds tractive power and less than 45,000 pounds	5.00	3.35
Over 45,000 pounds tractive power and less than 50,000 pounds	5.15	3.35
Over 50,000 pounds tractive power and less than 55,000 pounds	5.35	3.35
Over 55,000 pounds tractive power and less than 60,000 pounds	5.50	3.35
60,000 pounds tractive power and over	5.60	3.35
ALL OTHER SERVICE EXCEPT PASSENGER AND SWITCHING.		
20,000 pounds tractive power and less	5.00	3.75
Over 20,000 pounds tractive power and less than 25,000 pounds	5.20	3.75
Over 25,000 pounds tractive power and less than 30,000 pounds	5.30	3.75
Over 30,000 pounds tractive power and less than 35,000 pounds	5.40	3.75
Over 35,000 pounds tractive power and less than 40,000 pounds	5.60	3.75
Over 40,000 pounds tractive power and less than 45,000 pounds	5.80	3.75
Over 45,000 pounds tractive power and less than 50,000 pounds	6.00	3.75
Over 50,000 pounds tractive power and less than 55,000 pounds	6.20	3.75
Over 55,000 pounds tractive power and less than 60,000 pounds	6.40	3.75
Over 60,000 pounds tractive power and less than 65,000 pounds	6.60	3.75
Over 65,000 pounds tractive power and less than 70,000 pounds	6.80	3.75
70,000 pounds tractive power and over	7.00	3.75
SWITCHING SERVICE.		
20,000 pounds tractive power and less	4.75	3.10
Over 20,000 pounds tractive power and less than 40,000 pounds	5.00	3.10
Over 40,000 pounds tractive power and less than 60,000 pounds	5.50	3.10
60,000 pounds tractive power and over	6.00	3.10

ARTICLE 3.—LOCAL OR WAY FREIGHT SERVICE.

Local trains are way freight or mixed trains whose work is the loading or unloading of freight or doing station switching en route.

Engineers and firemen on such trains will be paid 10 per cent increase over through freight rates.

ADDITIONAL PAY.

Through or irregular freight trains doing work such as loading or unloading freight, stock, or company material, switching at stations, spurs, mines, mills, or required to pick up or set out cars, unless cars to be picked up are first out or cars to be set out are switched together at terminals, or doing any other similar work, shall be paid for same at overtime rates in addition to time or mileage made on trip.

ARTICLE 4.—SWITCHING SERVICE.

Rates of pay.

	Engineers.	Firemen.
Engines weighing less than 140,000 pounds on drivers.....	\$4.75	\$3.10
Engines weighing 140,000 pounds and over on drivers.....	5.00	3.25
Mallet type engines.....	6.00	4.00

Engineers and firemen required to begin service other than between the hours of 6 a. m. and 8 a. m. will be paid 2 cents per hour, in addition to above rate.

DAY'S WORK.

Ten hours or less will constitute a day's work in switching service. Time to be computed continuously, all over 10 hours to be computed and paid for at rate of time and one-half. All overtime to be computed on minute basis.

MEALS.

Switch engineers and firemen will not be required to work longer than 6 consecutive hours without being allowed 30 minutes undisturbed for meals.

ROAD ENGINES USED.

When road engines are used in yard service, road rates will apply.

ARTICLE 5.—PREPARATORY TIME.

Engineers and firemen in all classes of service will be allowed 30 minutes as preparatory time in addition to all other time or mileage made on the trip or day, at the pro rata rate corresponding with class of locomotive and service, provided, that on lines of railroad where rules or schedules require them to be on duty more than 30 minutes before time ordered to leave roundhouse or other point, they will be allowed 1 hour's time, and when required to be on duty more than 1 hour, actual time will be allowed. Preparatory time will be the time engineers and firemen are required to be on their locomotives prior to time ordered to leave roundhouse or other point.

ARTICLE 6.—TERMINAL DELAY.

PASSENGER SERVICE.

Initial terminal delay for passenger engineers and firemen shall begin at the time they are called to leave roundhouse or other point and shall end upon departure of trains from passenger depot.

Final terminal delay for engineers and firemen in passenger service shall begin at the time they arrive at passenger depot and will end when relieved from duty.

FREIGHT SERVICE.

Initial terminal delay in freight service shall begin at the time engineers and firemen are called to leave roundhouse or other point and shall end when train has passed from yard track or lead to main line, and actually departs from the terminal.

Final terminal delay in freight service shall begin when train arrives at switch leading from main line into yard and shall end when engineer and fireman are relieved from duty, provided, that if from any cause trains are held out of yard, final terminal delay shall begin.

MINUTE BASIS.

Engineers and firemen shall be paid on a minute basis for all terminal delays at the pro rata rate for the class of engine used, this in addition to all time or mileage made on the trip.

ARTICLE 7.—AUTOMATIC RELEASE AND TIE-UP.

Engineers and firemen arriving at terminal or end of run are automatically released; when used again they begin a new day.

CONTINUOUS TIME.

Engineers and firemen tied up between their terminals will be paid continuous time; no deductions will be made for time tied up.

ARTICLE 8.—HELD AWAY FROM HOME TERMINALS.

Engineers and firemen held at other than home terminals (including rest period) will be paid continuous time for all time so held, after the expiration of 15 hours from time relieved from previous duty, at the rate per hour paid for the last service performed; less than 1 hour not to be paid for.

ARTICLE 9.—DEADHEADING.

Engineers and firemen deadheading on company business shall be paid the same rate and on the same basis as the engineer and fireman on the train on which deadheading. Rules in individual schedules governing minimum day and other conditions to apply.

ARTICLE 10.—HOSTLERS.

At points where an average of six or more locomotives are handled within 12 hours, day or night, hostlers shall be maintained.

POSITIONS, HOW FILLED.

Hostling positions shall be filled from the ranks of the firemen, and they shall be paid \$3.35 per day of 10 hours or less, provided, that where hostlers are required to make main-line movements they shall be paid \$4.75 per day of 10 hours or less, overtime in each case to be computed on the minute basis and paid for at the rate of time and one-half.

When such main-line or road hostlers are paid the same rate as engineers in switching service, such position shall be filled from the ranks of the engineers.

MEAL HOUR.

Hostlers shall be allowed 1 hour for meals between the hours of 11.30 and 1.30 day or night. Hostlers will be assigned regular meal hour between the hours named or after being on duty 5 hours. Should hostlers be required to remain on duty after designated meal hour, 1 hour will be allowed as overtime. No hostler will be required to remain on duty longer than 6 hours without having 1 full hour for meals.

ARTICLE 11.—SURPRISE TESTS.

That the practice of conducting surprise tests by turning switch lights and placing red lights, or flags, unaccompanied by torpedoes, beside track, or wiring down automatic signals to proceed position, be eliminated.

ARTICLE 12.—ASSISTANCE FOR FIREMEN.

On all locomotives in freight service where but one fireman is employed, and on all locomotives in passenger service, coal will be kept where it can be reached by the fireman from the deck of the locomotive. Coal of the proper size for firing purposes will be placed on all tenders.

ARTICLE 13.—TWO FIREMEN.

On coal burning locomotives weighing 185,000 pounds or more on drivers, when used in freight service, two firemen will be employed.

ARTICLE 14.—MISCELLANEOUS.

CLEANING OF LOCOMOTIVES.

On railroads where firemen are required to clean locomotives, they shall be relieved of such service.

SETTING UP WEDGES, FILLING GREASE CUPS, AND CLEANING HEADLIGHTS.

When engineers and firemen are required to set up wedges, fill grease cups, or clean headlights, they shall be relieved of such service at all points where roundhouse or shop force, or an engine watchman is employed.

PLACING OF SUPPLIES ON LOCOMOTIVES.

Where engineers and firemen are required to place on or remove tools or supplies from locomotives, fill lubricators, flange oilers, headlights, markers, or other lamps, they shall be relieved of such service at all points where roundhouse, shop force, or an engine watchman is employed.

ARTICLE 15.—OFFICIAL RECORD OF WEIGHTS ON DRIVERS.

For the purpose of reckoning weights on drivers, each railroad, parties to this agreement, will permanently post bulletins at all terminals showing accurate service weights of all locomotives.

ARTICLE 16.—THROWING SWITCHES AND FLAGGING.

Engineers and firemen will not be required to throw switches, flag through blocks, or fill water cars.

ARGUMENT AND TESTIMONY OF EMPLOYEES.

The first general argument put forward by the employees was in support of a standardization of rates of pay and working conditions. The claim was made that the minimum rates of wages, rules guaranteeing the minimum compensatory benefits, and rules limiting maximum hours of employment for a day's work should be standardized or made uniform on all western railroads. The reasons submitted in behalf of this contention were:

(1) In equity railroads should not be permitted to perpetuate discriminatory rates and rules that adversely affect the earnings and working conditions of engineers, firemen, and hostlers.

(2) The standardization of rates of wages and hours of employment for like service has been recognized as equitable and an economic necessity in many leading industries.

(3) The "saving clause" agreed to by the committees representing the railroads and the engineers, firemen, and hostlers, which saving clause was made a part of the written agreement upon which this arbitration was based, was not prejudicial to uniformity of minimum rates of wages and rules of employment.

(4) In the fixing of wage scales in other industries it is only the minimum rate of wages that is standardized, thus recognizing the equity of exceptional higher rates, and in fixing the basis of a day's work it is only the maximum period of time that is standardized, thus recognizing the equity of exceptional shorter periods of service for which a day's wage may be paid.

(5) The uniformity of rates and rules affecting the compensation of engineers, firemen, and hostlers should not be affected by the relative financial resources of railroad corporations.

(6) The railroads now seek and profit by uniformity of national legislation affecting their financial management and physical operation and oppose variant State legislation affecting the same matters, and are privileged to purchase materials for construction, maintenance, and operation in a market where prices are uniform. It is, therefore, inconsistent on their part to oppose standardization of rates of pay and working conditions within the transportation industry.

(7) The institution of uniform rates and rules would make it possible to calculate labor costs and wage requests accurately.

(8) The further claim was made that by the adoption of concerted action on the part of certain groups of railroads and their employees and the abandonment of wage negotiations on the several railroads, engineers, firemen, and hostlers had been deprived of other means of securing uniformity of wages and working conditions.

(9) In conclusion, the argument was made that no great diversity in wages and rates existed in western territory, and standardization in accordance with the requests of engineers and firemen could be put into effect at small expense. The cost of what was termed "arbitrary rules," it was asserted, might also be avoided by standardization.

As to the request for a 5-hour day in passenger service and a 10-hour day in freight service, the declaration was made by the engineers that these requests should be granted for the following reasons:

(1) The high speed of passenger trains and the nervous and physical strain incident thereto made the 5-hour day equitable in passenger service.

(2) The rates of wages for engineers and firemen were less per day and per hundred miles in passenger service than in other road service.

(3) The 5-hour day for passenger service was already in effect upon a majority of the railroads in the United States and Canada, and as many of the western railroads had such rule, it should now be made the standard rule.

(4) The request for a 10-hour day in freight service was conservative, in that practically all railroads had as favorable or a more favorable rule.

(5) The clause in this rule provided that all mileage in excess of 100 miles should be paid for pro rata relieved railroads from paying the overtime rate where the speed of the train was equal to or exceeded 10 miles per hour, and thus established for the railroads a more favorable rule than in other industries, where the overtime rate arbitrarily began at the end of the "day."

(6) As to overtime in road service the men contended that this rule should be awarded because:

(a) The rate for overtime in passenger service should be at least as high as the rate for regular hours worked.

(b) The rate for overtime in freight service should be at the rate of 15 miles per hour, on a speed basis of 10 miles for the hour. This rule was more elastic and less expensive to the railroads than the overtime rule was to the employers in other industries, where the overtime rate began at the expiration of 8 hours. The rule here requested relieved the railroads of paying any overtime so long as the average speed of the freight train between terminals equaled or exceeded 10 miles per hour, and in any event road overtime rates would not begin until the expiration of 10 hours.

(c) It was unquestionably shown by the evidence submitted and statements of prominent railroad officials that the heavy loading of freight trains was the direct cause of decrease in speed. When a freight train was overloaded the sole purpose was to increase the earnings of the railroads from that train, and this purpose was accomplished usually by exacting longer and more arduous service from the engineer and fireman.

(7) The minute basis of paying for overtime in all classes of locomotive service was equitable. Where the 30-minute basis was enforced, an injustice was done when engineers and firemen received no compensation for 29 minutes of overtime.

Where railroads were required to pay a full hour's overtime for 31 minutes, it was not fair to them. The minute basis was exact and fair to both employer and employee.

In support of the requests as to rates of pay and the basis for wage payments, it was contended that the rates requested should be based on weights on drivers of locomotives, because:

(1) Weight on drivers was the most practical basis for standardization of wages for engineers and firemen, because:

(a) It partially compensated engineers and firemen for their increased productive efficiency for the reason that as the size and power of the engine increased so did the tonnage of the trains and also the revenues to the railroads.

(b) It partially compensated engineers and firemen for increased labors and responsibilities resulting from larger engines and heavier trains.

(c) It was the basis of wages for engineers demanded by the railroads in the eastern territory and was the basis of wages for firemen proposed by the railroads in the eastern territory, and if wages were to be standardized no basis was more equitable to the railroads and their engineers and firemen than weight on drivers.

(2) As to the rates of pay in the requests submitted, it was claimed that they were less than would have been requested if all other compensatory features were not awarded by the board. Wages of engineers and firemen, it was stated, had never been commensurate with their labors, responsibilities, and hazard of occupation, and their wage advances in the past had not kept pace with their increased responsibilities, productive efficiency, or cost of living. Measured by the wages paid in other industries, engineers, firemen, and hostlers, it was declared, were several years behind the wage progress of other American and Canadian workingmen.

(3) Attention was directed to the claim that the higher rates of wages paid by railroads to engineers and firemen employed on the larger locomotives, as they have been introduced into the service, could not be termed "increases" in wages. The slightly higher rates conceded on the larger engines, as they had been placed in service, had not been commensurate with the increased responsibilities and labors of engineers and firemen resulting from the introduction of such large engines.

(4) A higher rate of wages should be paid engineers and firemen on Mallet engines than on other engines, for the reason that for the same weight on drivers greater responsibility, labors, and dangers confronted engineers and firemen on Mallet engines. A Mallet engine is in fact two engines coupled together in a manner that makes it possible for railroads to operate them with one engineer and one fireman, thus saving the expense of one engine crew.

(5) The present differential of 15 cents less per day for firemen on oil burning engines should be eliminated, it was argued, and the rates requested should be awarded on all locomotives. In other industries, it was pointed out, a differential in wages per day had not been es-

tablished, and lower wages had not been paid because of the introduction of devices that reduced physical labor. Where oil had been substituted for coal as fuel, marine and stationary firemen had suffered no loss in wages per day and no differential had been established between their rates of wages. Instead of wage reductions there had been repeated wage increases in practically all industries where physical labors of workingmen had been relieved by the introduction of labor saving devices.

(6) Although a graduated wage for firemen, by weight on drivers or size of engines, where oil is used as fuel had never been insisted upon for firemen, yet it had been a well recognized principle that the ability of the employee to produce earnings for his employer was a fair basis for the graduation of wage rates.

Through freight rates, the employees claimed, should be paid on pusher, helper, mine runs, and other unclassified service in the interest of standardization, and because a majority of railroads had already adopted this policy in some branches of unclassified service. The differential requested on mountain divisions, as compared with valley territory, should be awarded, the enginemen argued, because the mountain work was more arduous, carried greater responsibilities, and because the railroads received higher freight and passenger rates in mountainous territory. In view of the further fact that the engine crews by custom have always received higher rates of pay in narrow gauge service, the employees contended that in equity their rights should be recognized by allowing them a 5 per cent advance in wages, at least, to offset the rise in the cost of living.

As to electric locomotives, electric, either multiple unit or single, gasoline, or other service, it was claimed by the employees that the rates asked for should be granted because:

(1) Employees should be privileged to share in the productivity and economic advantages resulting from the introduction of labor saving and profit producing machines that could be operated at a comparatively low cost. As wonderful printing inventions had brought to the employer prosperity, to the masses of the people cheaper books and newspapers, and to the employees in the printing trades better wages and improved conditions, the engineers and firemen should also share with the railroad employer and the public the profits and benefits arising out of the introduction of electric locomotives.

(2) The engineers and helpers had just as great responsibilities and must possess the same knowledge of train rules and operation as in steam service.

(3) The railroads should not deprive their engineers and firemen of the right to employment in electric service they now possess in steam service.

(4) Only experienced engineers and firemen should be permitted to operate trains propelled by electric locomotives. As a chain is no stronger than its weakest link, an inexperienced engineer in charge of an electric locomotive might cause disaster to himself and others, although every other engineer in the same service and on the same track might be thoroughly competent.

(5) The wage cost per ton mile to the railroads of engineers and firemen employed on electric locomotives and electric trains was much less than with steam locomotives at the same wage rate per day.

As to higher rates of pay requested in local and way freight service, it was contended by the employees that they should be awarded because the station-switching and other work peculiar to local freight service resulted in a decrease in the average speed of such trains between terminals, thereby greatly decreasing on a mileage basis the earning opportunity of engineers and firemen for the same period of service. When local freight work was required of engineers and firemen in through freight service, additional compensation should also be paid.

As to switching service, it was claimed by the enginemen that their requests should be allowed for the following reasons:

(1) Engineers and firemen in switching service had never possessed the numerical strength to bargain effectively for rates of wages commensurate with their responsibilities and duties. A lower rate of compensation per hour for them than for employees of similar importance in other industries was the outcome. The rates of wages per hour requested in this rule for engineers and firemen were less than wages paid by employers in many other industries for skilled workmen.

(2) If the percentage of increase in rates of wages requested for engineers and firemen in switching service exceeded the percentage in requests for other service it was because the present rates were so low, and not because the requested rates were excessive.

(3) Rates of wages of engineers and firemen in switching service were lower, proportionately, than wages of other employees in the same service.

(4) The higher rates requested on the larger engines in switching service were equitable because:

(a) The larger engines were maintained where the heaviest work was required of engineers and firemen. The smaller engines were usually in service at the less important switching yards or assignments. Thus, the theory of increased rates of wages for increased responsibilities and labors and increased productive efficiency was maintained for switching service.

(b) Some railroads had insisted on paying a lower rate of wages to engineers and firemen in what had been designated as "second-class" yards upon the theory that the work was not so arduous. By the gradation of rates of wages by weights on drivers, as in this rule, railroads were privileged to pay a lower rate where work was less important by the assignment of a small engine to such work.

In support of their contention for preparatory time it was argued by the employees that this request should be granted because the preparation of a locomotive for service was an essential feature of the duties of both engineers and firemen. An engineer, it was pointed out, was required to inspect a locomotive and assume responsibility for all undiscovered defects, to attend and adjust all lubricating attachments and assume responsibility for their perfect working, to assume responsibility for the perfect working of the air brakes and other mechanical devices that make up important adjuncts to the operation of a perfect locomotive; to inspect train registers for the purpose of ascertaining the arrival and departure of trains that in any manner affect the safe operation of the train he was to pull; to inspect bulletin boards for the purpose of observing rules and orders posted for his guidance since his last trip; to compare his watch with the official timepiece of the railroad by which he was employed. After

all these duties had been performed he was ready to receive his running orders and begin the work for which railroads were willing to pay.

A fireman was required to assist the engineer in such duties as might be assigned him.

This preparatory time, it was claimed, should be paid for in addition to all other time made on the trip or day because, this being a distinct and separate service upon which a safe and successful trip depended, it was unfair that railroads should decline to compensate engineers and firemen for it.

Terminal delay, it was the contention of the employees, should be paid for:

(1) To prevent railroads requiring engineers and firemen to report for duty before their services were needed.

(2) Payment for terminal delay should be in addition to all time or mileage. Unless the payment was arbitrary or independent of pay for road service there would be no incentive for railroads to abandon the practice of detaining engineers and firemen at terminals when the road trip could be or had been made at a speed that would avoid overtime.

As to the automatic release and tie-up request, it was claimed by the employees that this rule should be granted because:

(1) So long as railroads availed themselves of the low rates of wages peculiar to the mileage basis they should not be permitted to deprive engineers and firemen of the premium or bonus feature of the mileage basis of wage payments.

(2) The automatic release and tie-up was necessary if an equitable distribution of work between engineers and firemen was to be maintained.

(3) In a vast majority of tie-ups of engineers and firemen between terminals in the application of the Federal hours-of-service act it was contended that the cause was the loading of the train, and this was done because the heavy loading of freight trains was the most effective method of increasing revenues of railroads and, at the same time, reducing labor cost of product, and it was therefore proper that railroads should pay engineers and firemen continuous time from terminal to terminal in this revenue-producing operation.

As to article 8, requesting pay for being held away from home terminals, the employees contended that this rule should be awarded, because:

(1) Engineers and firemen were required to incur extra living expenses when away from home.

(2) When engineers and firemen were held at other than home terminals their expenses not only continued, but their earning power ceased.

(3) The purpose of the railroads in holding engineers and firemen at distant terminals being to await full tonnage for trains the profits of this practice made it possible for the railroads to comply with the rule without financial loss.

(4) The burden of decreased traffic should not be borne entirely by engineers and firemen.

The argument advanced in support of article 9, providing for payment for deadheading on company business, was that if the exigencies of a railroad's business required that engineers and firemen be sent

from one point to another for the purpose of performing certain assigned duties the burden of expense for such movements should be borne by the railroad instead of by the engineer and fireman. Already on many railroads this principle had been recognized.

In connection with the rates of pay and working conditions requested for hostlers, the following arguments were advanced:

(1) Engineers and firemen while performing road service should not be required to act as hostlers. The duties of road service for engineers and firemen were extremely arduous, and railroads should not require additional service of them.

(2) Hostling positions should be filled from the ranks of the firemen, except when making main-line movements, when only experienced engineers should be employed.

(3) The advance in rates of wages requested in the proposition for hostlers should in no manner deprive them of the opportunity to eat one meal during each day's service, and this time for eating should be available at a reasonable hour.

(4) Where railroads disregard this rule they should be required to pay for one hour's work not performed, which might result in the rule being applied.

(5) No hostler should be required to remain on duty longer than six hours without having one full hour for meals.

(6) The rate requested, it was claimed, was equitable. The rate per hour of 33½ cents was much less than was paid in other industries for labor less skilled and work less important. No engineer should be paid less than \$4.75 for 10 hours work, and none but men qualified as engineers should be permitted to serve as road hostlers.

(7) Time-and-a-half request for overtime, it was asserted, was a penalizing request. Hostlers should not be required to work more than 10 hours per day, for it was as practical and less expensive for a railroad to relieve a hostler from work at the end of 10 hours as it was for the same railroad to relieve a shop mechanic at the end of 8 hours, which was the rule; and the only practical method of limiting a day's work was the usual method of paying time and a half for overtime.

(8) In the case of hostlers, as for all railway employees, all overtime should be paid on the minute basis.

Existing methods of making surprise tests should be forbidden, it was claimed, for the following reasons:

(1) The nervous shock incidental to some of the so-called efficiency tests or surprise tests experienced by engineers and firemen subjected to such tests were dangerous to the traveling public, highly injurious to the mentality of the engineers and firemen, and an economic loss to the railroads.

(2) Men in charge of the operation of locomotives should have complete command of their mental faculties if trains were to be transported safely. Men whose judgment had been warped by exposure to unreal but threatened danger, whose sense of caution had been dulled by the cry of wolf oft repeated, were not safe men to operate trains, and if the traveling public knew the facts, it was asserted, laws would be enacted to prohibit the practices against which complaint was made.

(3) When an engineer and fireman were confronted by a seeming disaster—a misplaced switch or a collision—"they live a lifetime in a minute," as had been aptly stated in this arbitration.

As to the request of the firemen for assistance in shoveling coal forward from the tender, it was claimed that this assistance should be granted, because:

(1) With the growth in the size of locomotives, the greater tonnage of freight trains, and the increased weight and speed of passenger trains, tenders of greater capacity had been placed in service, with the result that much of the coal burned in a locomotive was handled twice by the fireman.

(2) On many railroads long before the large tenders of to-day were built rules were conceded to firemen that coal would be broken to proper size for firing, and on some railroads these rules were enforced. Seldom had the fireman the time to properly break coal, and it was well known to railway officials that the expense of breaking coal to proper size for firing was saved in the more economic combustion of that fuel.

As to article 13 of the employees' requests, which provide for the employment of two firemen on locomotives weighing more than 185,000 pounds on drivers, it was contended that this rule should be awarded because:

(1) The physical requirements for properly firing a large locomotive were beyond the capacity of one man was conceded by practically all whose personal observation had given them a knowledge of the subject.

(2) By the increased efficiency of the locomotive when two firemen were employed the expense of the second fireman would be more than offset, as official tests had demonstrated that the cost to the railroads for firemen per ton mile was less with two firemen than with one fireman or with a mechanical stoker. At a freight rate of 1 cent per ton per mile one 40-ton car of freight added to a train where a second fireman was employed would produce additional revenue for the railroad sufficient to pay three times the entire wages of the engineer and both firemen. The greater efficiency of a locomotive fired by two firemen would, it was also claimed, probably increase the speed of the train sufficient to avoid payment of overtime to the entire engine and train crew to the extent on many trips of offsetting the wages of the second fireman.

(3) Firemen and engineers agree that to oppose the introduction of larger locomotives would be improper from an economic viewpoint. They appreciate the fact that the larger the locomotive the greater the tonnage of the train and earnings of the railroads. The assertion was therefore made that railroads should not withhold the assistance of a second fireman when by so doing the exhausted condition of the one fireman necessitated his laying off for recuperation, and thereby losing his earnings of a day or trip.

(4) The theory advanced by the railroads that the introduction of superheating devices was a factor in the fixing of wage rates for firemen was not practical. While it was conceded that the perfect-working superheater reduces the amount of coal burned in transporting the same tonnage, in practice the tonnage was increased instead of the coal saved.

(5) In no other steam plant had the employer required one fireman to perform the work, regardless of the power generated. As the size of the steam vessel increased so does the number of the firemen and engineers employed.

(6) Upon the presumption that the substance of this rule would be awarded the board of arbitration was urged not to refer to another board of arbitration the question of when the award of this arbitration should be applied, as was done on a former occasion.

As to article 14 of the requests, providing that engineers and firemen should not be required to clean locomotives, set up wedges, fill grease cups, clean headlights, or place supplies on locomotives, it was argued:

(1) The cleaning of engines was not a fireman's work. Railroads never paid firemen for cleaning engines, and they have insisted upon their performing this work only because firemen could be coerced into cleaning engines without compensation therefor.

(2) The setting up of wedges was a machinist's work and should be done by a machinist. Filling grease cups and cleaning headlights should be done by roundhouse employees while engineers and firemen were securing rest from their previous trip or day's work. In fact, many railroads had abandoned the practice of compelling engineers and firemen to do this work.

In support of their demand to be relieved from the duties of throwing switches and flagging, argument was submitted by the engineers and firemen as follows:

(1) It was unfair that brakemen and switchmen should be displaced by railroads for economic reasons and then require engineers and firemen to perform their work.

(2) There should be a sufficient number of brakemen and switchmen employed to throw switches and flag through blocks, for firemen were required by the rules of all railroads to assist the engineer in engine duties and to watch carefully for signals. This could not be done with the fireman off the engine performing brakemen's and switchmen's duties.

(3) Firemen were clothed especially for the hot work of firing locomotives and usually their clothing was saturated with perspiration. To require firemen in this condition to go out in zero weather to do brakemen's and switchmen's work should be prohibited by this award.

(4) Attention was directed in this connection to the testimony of railroads' witness (Record, p. 3318), where it was said, "The practice of not requiring engineers and firemen to throw switches or flag through blocks is established."

As to earning possibilities under existing rates and rules, a summary of the argument and testimony of the employees on this proposition was, briefly, as follows:

The claim was made that the position taken by the railroads was based upon the earning possibilities of a few of the engineers and firemen rather than upon these classes of employees as a whole. They asserted that the railroads presented statistical statements and testimony of witnesses which demonstrated conclusively that it was possible for engineers and firemen, by working from 12 to 16 hours per day, to earn far more in a month or year than employees in other industries can earn for the same period of time when working only 8 hours per day and on only the usual working days, excluding Sundays and holidays. The employees conceded in their early testimony and documentary evidence, it was pointed out, that under the piecework and seniority systems, long in effect, a comparatively few of their fellow workmen could, by great physical effort and continuous em-

ployment, add to their earnings in a marked degree. They claimed that the real effort made by the railroads has been to show that the exceptionally high earnings at a given time are typical of the earnings of all the engineers and firemen under the existing rates of wages and compensatory rules, and in denial that the earnings of a few are typical of the earnings of all, or that the earnings for October, 1913, were typical of the earnings for all other months, the following statement was put forward:

(1) Under the piecework system, combined with the seniority system, the engineers and firemen longest in service were enabled to earn in a given month or year far more than their fellow workers who were juniors in the service.

(2) Wages of locomotive engineers and firemen employed in road service were based upon certain rates per hundred miles traveled by the locomotive they operate. Consequently, the higher the speed of the train the greater the opportunity to add to earnings in a given time. There being no limitation to the number of hours worked in a given time, or in one trip or a series of trips, so long as the "sixteen-hour law" was not violated, those with the greatest physical capacity were able to make many miles, or complete many "pieces," under this piecework system within one month's time, and the earnings of these few was one of the principal supports on which the railroads rest their case.

(3) In all piecework systems of compensating workers, after a rate per piece is established, more work per piece was exacted, and a contest continued between the worker, who seeks to increase the compensation per piece, and the employer, who exacted more and more service per piece. So it has been with engineers and firemen a constant struggle to have rates per mile keep pace with work exacted per mile. Trains in freight service formerly were operated at comparatively high speed, under the theory of railroads then popular, that prompt service brought business. Since then managerial efficiency had proceeded upon the theory that speed was a negligible factor, and that the greater number of tons of freight that could be transported by one engineer and fireman the larger was the net revenue gain. To compensate in some degree for this loss of earning power per 100 miles, existing rules provide on 10-hour railroads that when the speed of a train fell below an average of 10 miles per hour the engineers and firemen would receive the same compensation for 6 minutes of time on duty as was paid for 1 mile traveled. Thus, engineers and firemen on such railroads received a day's pay for "100 miles or less, 10 hours or less."

(4) To support their alleged object of demonstrating that the present rates of pay and compensatory rules were full and adequate, the men claim the railroads had based their computations and estimates of expense of complying with the requests of the men upon the pay rolls of engineers and firemen for the month of October, 1913, the month in which the railroads' business was the greatest in the railroads' history. If it could be shown that a majority of engineers and firemen received comparatively large pay checks in October, 1913, the railroads presumed their contentions to have been sustained. That each of a majority of these engineers and firemen did two men's work and thereby earned two men's pay in October, 1913, many of whom earned less than half as much in other months of the same fiscal year,

was overlooked in the statements of the railroads until attention was called to these facts. The fact that in October, 1913, the business of the railroads was so great that a majority of the men were required to work a greater number of hours than in any other month in the history of railroads was no reason why the rates of wages per hour for engineers and firemen, it was contended, should be exceedingly low.

(5) Compared with the average rates of wages of employees in other industries, locomotive engineers in freight service rank below 15 leading trades. Engineers in switching service in the city of Chicago work for 42½ cents per hour, where hod carriers were paid 48 cents per hour and skilled workers in other trades were paid from 65 cents to 75 cents an hour. In a statement of average wages per hour in 17 western cities for the year 1913, for 46 trades the wages of locomotive firemen in freight service ranked thirty-eighth—lower than helpers and laborers in some industries. In the city of Chicago a locomotive fireman in switching service received 25 cents per hour, while the hod carrier in the same city was paid 48 cents per hour. Locomotive hostlers employed by one of the most important and prosperous of western railroads were required to work 12 hours per day at 25 cents per hour.

Stress was laid upon the increased cost of living by the employees as a justification for advances in existing rates of pay. The arguments put forward in this connection, briefly stated, were as follows:

(1) Approximately 10 per cent increase in wages, in the aggregate, was secured by engineers and firemen in the wage adjustments of 1910. During the four-year period ending with 1913 a special investigation demonstrated that the cost of living of engineers and firemen and hostlers had increased not much less than \$100 a year since their last wage increase in 1910. In reaching this estimate prices of articles during the winter of 1913-14 were the last investigated and no part of the period included in the present European war was considered.

(2) The purchasing power of a day's wage was of far greater economic importance to the worker in any industry than the rate of pay. Engineers and firemen had learned from years of experience that when wage increases had been conceded by railroads such advances in compensation had already been absorbed by the increases in the prices of meat, groceries, rent, cost of meals, and rooms away from home, and other items of living expenses.

In no other industry, it was pointed out further, were employees required to possess the extraordinary qualifications demanded by railroads of engineers and firemen. This was an important factor, it was claimed, that should be considered in the fixing of their wage rates, for the following reasons:

(1) Applications of engineers and firemen for employment were extraordinary in form and detail and the examination conducted in connection therewith was most exacting.

(2) The physical examinations of firemen upon which their employment was dependent was more rigid than that conducted by the Federal Government in the enlistment of soldiers, more extensive and particular than required of applicants for large insurance policies by insurance companies, and were carried to an extreme unknown in any other form of physical examination.

(3) The repeated visual and aural tests to which engineers and firemen were subjected, while maintaining the highest degree of physical efficiency, constantly endangered their employment.

(4) Repeated mechanical investigations of the technical knowledge acquired by firemen and the high standard of technical qualifications required by firemen made highly skilled men of them, often years before their promotion to the position of engineer.

(5) Engineers before promotion and while yet serving as firemen were required by thorough and exhaustive examinations and tests to demonstrate their technical qualifications to serve as engineers.

(6) Engineers and firemen who had successfully survived these ordeals were in constant danger of being debarred from employment by any railroad because of injuries or other ailments, many of which were truly occupational.

As to the occupational hazard of locomotive engineers and firemen, a summary of the testimony and argument of the employees on this point briefly was as follows:

(1) Almost one-half of all deaths of members of the Brotherhood of Locomotive Firemen and Enginemen were the direct result of railway accidents. Of 1,224 members who became physically disabled during the 10 years ending December 31, 1913, 544 of such disabilities were amputations of hands or feet. In no other occupation would the hazard of employment be shown so great.

(2) Scientific investigations had reported the occupational hazard of the locomotive engineer to be far greater than in many other industries.

(3) Insurance of engineers and firemen by many old-line companies and fraternal societies was prohibited, and where not prohibited the rates were usually far in advance of normal rates.

The underlying fundamental argument for better wages and working conditions advanced by the employees was based on the increased work and productive efficiency of locomotive engineers and firemen. A summary of the testimony and argument of the employees on this point follows:

(1) It was claimed that there had been a marked increase in their labors and responsibilities. The fireman has had more arduous physical work to perform because of the necessity on coal burning railroads of handling more fuel for each locomotive mile traveled. Measured by this standard, the sworn annual statements of western railroads to the Interstate Commerce Commission showed that the work of firemen on coal burning locomotives increased from 52 to 162 per cent, according to railroads, during the period from 1890 to 1913 and from 34 to 118 per cent during the period 1900 to 1913. The engineer, on the other hand, had found it necessary to operate a larger and more complicated mechanism and has had his duties increased by the responsibility of looking after a much heavier train.

(2) The productive efficiency of engineers and firemen, or, in other words, the volume of traffic handled per engineer and fireman, had been greatly increased. This was apparent from the number of ton miles or traffic units transported by engine crews at the present time as compared with former years. Measured on the basis of each \$1,000 compensation paid engineers and firemen, the freight engineers on 24 representative western railroads, considered as one system, in 1913 handled 92 per cent more ton miles than in 1890, and the freight firemen for each \$1,000 paid them transported 83 per cent more freight traffic in 1913 than in the year 1890. Considering both freight and passenger traffic together, the engineers and firemen employed by

these representative western railroads on a very conservative basis of calculation for each \$1,000 paid in wages hauled a volume of combined freight and passenger traffic from 40 to 50 per cent greater in 1913 than in 1890.

(3) This increased productivity, it was contended, had been attended by a decrease in costs to the railroads in terms of wage payments to engineers and firemen for each unit of traffic handled, or, in other words, it had cost the railroads less in outlay to engineers and firemen to transport ton miles and passenger miles. During the period 1890 to 1913 the ratio of the cost of engineers and firemen to total operating expenses for 24 representative western railroads, considered as one system, declined from 9.89 to 8.06, while the proportion of operating revenues absorbed by wage payments to locomotive engineers and firemen fell from 3.94 per cent in 1890 to 3.30 per cent in 1913. During this same period the outlay in terms of wages to engineers and firemen for each 1,000 ton miles handled was 33.1 cents less on these same roads in 1913 than in 1890.

(4) As the introduction of engines of greater tractive power which were able to haul a larger amount of traffic than those which they superseded had increased, the field of employment of engineers and firemen had been curtailed and the opportunities for promotion had been restricted.

(5) In their annual reports to stockholders during recent years railroad executives had commented in detail upon the development of greater freight train loads, the handling of a larger volume of traffic with fewer locomotive and train miles, and the decrease in labor and general operating expenses which had been thus secured. Their statements, it was asserted, fully corroborated the claims of the locomotive engineers and firemen, as set forth in the arbitration proceedings.

(6) It was clear, also, it was claimed, that the development in the productive efficiency of locomotive engineers and firemen employed on western railroads had not reached its maximum. A series of interviews with railroad presidents, which were published in the *Railway Age Gazette* in its issue of April 10, 1914, was used to corroborate this contention. With one exception, they all stated that they believed there would be greater increases in the weight of freight train loads. The realization of this prospect, it was pointed out, would obviously mean more work and responsibilities for engineers and firemen and further increases in their productivity.

(7) An analysis of the operating and financial performance of 43 representative western railroads, considered as one system, during the period 1909 to 1913, showed that after the payment of all increases in costs of operation, and after allowing interest at 4 per cent per annum for expenditures for additional capital investment during the same period, there was a balance remaining to compensate the increased productive efficiency of locomotive engineers and firemen and other labor of \$50,541,129. If 5 per cent be allowed to added capital investment during this period, including the additions made from income, it was claimed by the employees that there would still remain \$34,629,574 available for the compensation of increased productive efficiency on the part of locomotive engineers and firemen and other labor. These gains, it was asserted, were now contained in the accumulated surplus and other assets of the railroads, and locomotive engineers and firemen were entitled to a further participation

in these gains because of their increased work, duties, and responsibilities.

(8) Enginemen, it was argued further, had no control of operating or managerial efficiency and should not be expected to bear the burden of operating inefficiency or financial mismanagement. The determination as to the degree of participation in revenues to be accorded them should, it was asserted, be based on locomotive or train-mile costs and revenue gains. On this basis, locomotive engineers and firemen had an opportunity to demonstrate their increased work and productivity. By this standard it was at once evident from the testimony submitted, it was declared, that the labors and responsibilities of enginemen had increased, that their productivity, in terms of units of transportation, had rapidly advanced, and that their cost to the railroads in terms of units of transportation had declined, leaving large revenue gains available for increased compensation.

As the next step in their argument the employees undertook to prove the financial ability of western railroads to pay increased wages to their locomotive engineers, firemen, and hostlers. A summary of the testimony and argument on this point is set forth below:

(1) In the first place, it was shown that the combined accumulated surplus of 43 leading western railroads, which were parties to the arbitration proceedings, amounted, on June 30, 1914, to \$625,895,415.

(2) The actual cash on hand or in bank reported by western railroads engaged in the arbitration proceedings amounted, on June 30, 1914, to \$208,278,196.

(3) Thirteen independent railroads practically owned or controlled the other western railroads. These 13 proprietary companies on June 30, 1914, had an accumulated surplus of \$440,812,500, and cash on hand amounting to \$109,101,107.

(4) Larger dividends were disbursed by western railroads in 1914 than in 1913 or 1910. There were no dividend or interest curtailments by western railroads in 1914 the finances of which had been properly and conservatively managed in the past.

(5) A number of railroads in the West in 1914, showed a deficit in current income after the payment of operating expenses and capital charges. Eliminating those railroads which have been weakened by financial mismanagement and those which were subsidiaries of prosperous systems, it was shown that less than 1 per cent of the total mileage of western railroads engaged in the arbitration proceedings were operated in 1914 at a deficit, after the payment of fixed charges.

(6) Fifty-three western railroads during the fiscal year 1913, the last year of which time was available to make the computation, earned 7.78 per cent on their total capital stock outstanding, whether it had been issued with or without consideration in property or earning values; 10 of the leading companies of the West, during the same year, earned 9.66 per cent on their total outstanding capital stock.

(7) Hidden assets of immense value, it was claimed, were in the possession of certain western railroads but did not appear on their books at their real value, such as the timber, oil and mineral lands of the Southern Pacific Co., which were estimated to have a market value of \$700,000,000, and which were reported with a book value of only slightly more than \$40,000,000; also the timber holdings of the Northern Pacific and Santa Fe Railroads, which were worth

between \$50,000,000 and \$100,000,000, but which were not reported among the assets of these companies.

(8) So far as any western railroads find themselves in a weakened financial condition now as compared with past years, it was asserted that this condition could almost invariably be traced to the inevitable result of past mismanagement of their finances. No western railroad, that had been properly managed and operated, or that had been projected with true economic judgment and foresight, was insolvent during the past fiscal year.

In conclusion, the employees contended that the depression in business and industry which had followed the outbreak of the European war would soon disappear and that the outlook for the future was very encouraging. The data advanced in support of this point were as follows:

(1) There had been a favorable change in the attitude of the Federal Government, State regulatory authorities, and of the public toward the question of increased freight and passenger rates as well as toward the entire railroad situation.

(2) There had been a marked recovery from the crisis precipitated by the breaking out of the European war, as evidenced by the great expansion of the country's foreign trade which, in a large measure, was the underlying basis of prosperity.

(3) A rapid improvement in business conditions in the United States in 1915 was predicted by men in close touch with the financial and industrial life of the country.

(4) Statements put out by railroad officials, summarizing the results of operations since the close of the fiscal year 1914, indicated that western railroads were already feeling the effects of returning prosperity.

(5) A resumption of industrial activity and the restoration of prosperity was indicated, it was claimed, by the expansion in the lumber industry in the Southwest and in the Pacific Coast States; in the increased output of copper mines in Michigan, Arizona, and Montana; in the resumption of cotton exports on a large scale; and in the primary movement of grain to Chicago and other centers of distribution.

(6) There had been a rapid and steady improvement in the investment market.

(7) The monthly reports of the western railroads as to earnings and traffic clearly indicated, it was asserted, a constant upward movement toward normal conditions. A few railroads showed higher revenues now than for the corresponding period last year; the others ranged from 3 to 10 per cent below normal as compared with the year before. Practically all indicated, however, a steady progress during the recent months in recovering from the depressed conditions of the late summer and autumn.

ARGUMENT AND TESTIMONY OF THE RAILROADS.

On the part of the railroads the issues made and the arguments presented are set forth briefly in the following paragraphs.

The first point considered by the railroads was the general issues presented in the case. They contended that substantially all the proposals offered by the engineers and firemen were designed to

bring about greater compensation, not merely through requested increases in the rates of pay, but through arbitrary payments in addition to the miles of the trip or the hours on duty, as well as through changing the basis of computing so-called overtime; the demands, it was claimed, were coordinated in such a manner as to make cumulative the additions to compensation. The railroad companies conceded that the wage scale of engineers and firemen has been fixed by considerations which were peculiar to and inherent in the nature of their occupation, and that their line of work involved not only labor, but also care and responsibility, so that if and when the progress of the art of railroading brought about changes whereby there was imposed upon the engineers and firemen added labor or added responsibility any tangible increase in such burden should be reasonably reflected in their compensation.

They stated that the employees having declined to submit to arbitration the question of eliminating from the schedule any rate or rule, no matter how inequitable or arbitrary, and having insisted that the starting point of the questions arbitrated must be the existing schedules on the several roads, it would seem apparent that the preliminary question to be answered by the arbitrators before any consideration of the detailed propositions could be given must be: What changes, if any, had been made in the labor or responsibilities of the engineers and firemen since the last concerted wage movement, concluded as to the firemen on June 4, 1910, and as to the engineers on December 24, 1910. This the railroads claim clearly stated the issues involved.

As to the argument of increased work and productive efficiency, the railroads made denial of the claims set forth by the engineers and firemen and stated that the position of the employees as to this increase was not borne out or sustained even by their own witnesses. They declared that while an interesting problem in economics might conceivably be presented in a case wherein there was an increased productivity within a certain period, brought about through the combined contributions of labor, capital, and managerial efficiency, and the proper allocation of their respective shares to capital, to managerial efficiency, and to the several classes of labor contributing to the general result was the issue in the present case, a discussion of any such problem seemed unnecessary in view of the fact that if the theory advanced by one of the employees' witnesses was sound and his formulas were left unquestioned that he had demonstrated himself that during the period since the last wage adjustments the combined efforts of capital, labor, and managerial efficiency had not brought about any increase in so-called "productive efficiency." Denial was also made concerning the unit of productivity of engineers and firemen, and the statement was advanced by the railroads that engineers and firemen had nothing to do with revenue. They were employed to run engines and produce engine miles, which were units of expense to the company and units of compensation to the engineers and firemen. Employees do not produce revenue miles or ton-miles, and as to the question whether their engines hauled a large or a small number of tons, or produced a large or a small amount of revenue, enginemen had no control and no opportunity to affect results. The number of tons of freight per loaded car, or the number of cars or tons per train, could, it was asserted, in no manner be affected by any duties per-

formed by the engineers or firemen. The railroads provided the equipment; traffic officials endeavored to provide traffic; operating officials brought about better car and train loading; and constant effort was made to reduce empty-car movement. All of these efforts aimed to bring about greater efficiency and economy, and to these endeavors the engineers and firemen could make no contribution. Their duties and responsibilities had no relation to whether cars were loaded or empty, whether revenue or nonrevenue; and obviously they could make no contribution to efficient car loading or train loading or to the revenue produced thereby. The railroads distinctly disclaimed that any logical reasoning could justify the measurement of "productive efficiency" of engineers and firemen either in terms of ton miles or revenue train miles. Nevertheless they asserted that it was clearly established by official information that in the period from 1909 to 1913 there had been no substantial gain in "productive efficiency," even when arbitrarily measured in terms of "ton miles" and no gain whatever if measured in terms of "revenue train miles."

The railroads next entered a denial to the argument that the labors or responsibilities of engineers and firemen had increased since 1910.

Treating "labor" and "responsibility" as two separate items, it was pointed out that the only claim of increased labor since 1910 had been made on behalf of the firemen. It was not claimed by any witness, according to the railroads, that the physical labor of engineers had been in any manner increased. As to the firemen, the reply of the railroads was that, generally speaking, it was true that larger engines burn more coal; but likewise generally speaking, while it was also true that such larger engines take higher rates of pay, it is also true that the differences in rates of pay between the larger and smaller engines was greater than the difference in the work on such engines, and therefore the firemen working on such larger engines received more pay per ton of coal handled than does the man on the smaller engine, and by virtue of the rates of pay being based on the size of engines the practical effect upon a fireman who transferred from a small to a large engine was not merely to increase absolutely his rate of pay, but also to make such rate higher per ton of coal shoveled. The employees, it was pointed out, had produced elaborate statistics to show that there had been an increase in the fuel consumed per locomotive-mile. They also introduced statistics showing aggregate payments to firemen during similar periods. But inasmuch as larger locomotives generally take higher rates of pay than do the smaller ones, the railroads contended that the real question was: Does the installation of the larger power on these railroads cause firemen to shovel more coal for the same money, or does the installation of such heavier power in fact reduce the amount of physical labor necessary to be exerted to earn a dollar?

Taking the period of comparison used by the employees concerned in this case, 1909 to 1913, it was found by the railroads that the average coal consumed per locomotive mile increased from 150.09 pounds in 1909 to 163.91 pounds in 1913. The average compensation to firemen per locomotive mile on these roads was 3.195 cents in 1909 and 3.698 cents in 1913. In other words, while the fuel consumed per locomotive mile showed an increase, the statistics compiled on the part of the employees showed also a more than proportionate increase in compensation per locomotive mile, so that for each mile run by

firemen, the amount of coal handled by them for each dollar of compensation actually decreased 5.7 per cent.

As to increased responsibilities, the answer of the railroads was that as in the case of the showing that larger engines burn more coal the weakness in probative value of the facts adduced was that no consideration was given to the fact that these larger engines were given a higher rate of pay, and no information, data, or statistics were presented from which the board of arbitration could form any conclusion on the question whether these higher rates measured up to or even beyond the added responsibilities which were assumed by the engineer and fireman in handling the larger engines.

From the data presented by the employees as to coal consumption, it was fairly demonstrable, the railroads contended, that on the larger engines the firemen shoveled less coal per dollar of compensation than on the smaller engines; but, it being admitted that an engineer and fireman who made a run on a light engine one day would, under present schedules, receive a higher rate of pay if they returned over the same division on a larger engine, the record was left without any proof whatever as to whether this higher rate on the return trip measured up to or even beyond any added responsibility which arose from the use of the heavier engine. Did proof that there are now in use more large engines than in 1910 prove anything, the railroads questioned, except that more engineers and firemen were now getting the higher rates established for the larger engines? Granting, for the sake of argument, everything that had been suggested by the employees as to the added duties and responsibilities on the large engine, from what fact in evidence, or suggestion in argument, could this board of arbitration say whether the change from a \$4.95 rate to a \$5.45 rate, made contemporaneously with the change in duties and responsibilities, adequately compensated for the change in duties?

As to the claim advanced by the employees, that the earning capacity of engineers and firemen, even at the higher rates agreed upon in 1910, had declined, the position taken by the railroads was that the only way in which this proposition could be established would be by proving that engineers and firemen were unable to make as many miles as they did formerly.

To meet the question squarely whether, in 1913, the railroads involved, treated as one operating system, kept the engineers and firemen longer on the road than in 1910, it was pointed out that railroads' Exhibit 10 was compiled, which made comparison between the operations of October, 1910, and October, 1913.

This Exhibit 10 showed that in October, 1910, on the basis of number of trains operated, 76.26 per cent accomplished their run at a speed greater than 10 miles per hour, while in October, 1913, this percentage had increased to 77.09; on the basis of train mileage, in 1910, 76.40 per cent accomplished their run at a speed greater than 10 miles per hour, while in October, 1913, this percentage had increased to 77.76. In other words, facts and figures, it was claimed, proved precisely the reverse of the argument advanced by the employees as one of the reasons for the proposed increase in rates.

As to increased cost of living, the railroads asserted that it was very questionable whether in a concerted movement which asked an award applicable alike to the apprentice and to the engineer on an assigned run which pays over \$3,000 a year, the cost of living could

be made relevant or applicable to the issues. There was no issue here of a living wage. What persuasive value was the cost of food in determining whether there should be a change in the wage scales of the numerous engineers shown in railroads' Exhibit 41 as earning above \$2,200 per year and as high as \$3,725.20, or of the large number of firemen shown in railroad's Exhibit 42 as earning more than \$1,300 per year and as high as \$2,061.63? Take the case of the fireman who formerly fired an engine which took a \$3.10 rate, and who then fired a larger engine which took a \$3.75 rate. His earnings had increased more than the cost of living and the cost of living argument had relevancy only on the question of earnings. If any consideration could be given in this movement to the question of increased cost of living, it would seem that if, on the one hand, there was to be considered the increased cost applicable to the class as a whole, there must be considered as against this the increased earnings applicable to the class as a whole. Railroads' Exhibit 20 showed, it was claimed, that the installation of the heavier power, and therefore, the making more generally applicable the higher rates of pay, had been progressive throughout the period since the last award, and, as demonstrated by railroads' Exhibit 10, the installation of the larger engines meant the installation of a higher rate of pay earned on an average in the territory as a whole in just as few a number of hours.

Objections to article 1 proposed by the employees as to the basis of a day's work and overtime in road service were made as follows:

Paragraphs 1 and 3 of this article created, it was pointed out, an absolute 5-hour day in passenger service, and provided for payment of overtime on a speed basis actually in excess of the scheduled speed of several hundred passenger trains in western territory. Railroads' Exhibit 1, page 5, showed that the rule generally in effect in western territory provides that 100 miles or less, 10 hours or less, constituted a day's work in all classes of passenger service, and that mileage in excess of 100 miles, or hours in excess of 10, were paid for pro rata; 46.33 per cent of the mileage represented provided for a day of 10 hours or less, 100 miles or less; and 42.69 per cent, or the mileage represented, simply provided 100 miles or less constituted a day's work. Pages 48 and 49 of railroads' Exhibit 1 showed that 68.3 per cent of the mileage in western territory paid overtime at the rate of 10 miles per hour; that 12.7 per cent allowed a flat rate per hour for overtime; and that 97 per cent allowed less than 20 miles per hour as overtime in passenger service. There seemed to be no schedule that had a rule identical with the one proposed. Attention was called to the award in the eastern engineers' case which fixed the minimum passenger rate for engineers at \$4.25 for 100 miles or less, miles made in excess of 100 pro rata and for overtime in through passenger service to be computed on the basis of 20 miles per hour, and also to the fact that neither in the award nor in the interpretation afterwards made of it is there any "5-hour day." Also to the award in the eastern firemen's case which provided for a 5-hour day in passenger service other than turn around and suburban service, and which established a flat rate of 30 cents per hour for overtime in all passenger service. It should also be borne in mind, the railroads stated, that there existed on the 139,411 miles of railroad represented in this movement far greater diversity of operating conditions than is found on the 66,876 miles involved in the eastern engineers' arbitration,

wherein the award above cited fixed a speed basis of 20 miles per hour and gave only a spread of 12 hours in turn-around service. The speed depends of course upon the topography of the country as well as upon the character of roadbed and equipment, and from exhibits introduced both by the railroads and by the employees it is shown that the rule adopted in eastern territory would require several hundred passenger trains in the vast western territory to be on overtime basis, although encountering no delays en route and making the time at which scheduled between terminals. So, also, in this great western territory a rule of universal application to short turn-around runs must necessarily be more elastic than in the smaller eastern territory where turn-around runs can be arranged to meet conditions which do not obtain in western territory. Table 3 of railroads' Exhibit 16 showed that the population per mile of line in eastern territory is 662.1, as against 243.2 in western territory. Railroads' Exhibit 3, sheet 2, showed further that if paragraphs 1 and 3 had been in effect during the month in which this proposal was made, such provisions would have required additional payment to the engineers and firemen for a single month in the sum of \$75,298.85, or over \$800,000 per year.

Paragraph 4 seeks to establish in lieu of the principle of paying pro rata for hours over 10, the principle of premium or punitive payments, which had always been considered both impracticable and inequitable in transportation service. Attention was called to the arbitration under the Newlands Act between the eastern railroads and the Order of Railway Conductors and the Brotherhood of Railroad Trainmen, wherein a proposal similar to the one here made was denied. Attention was also invited to the testimony of Messrs. Keefe, Higgins, and Trenholm, wherein they testified to the impracticability as well as the inequity of the proposed punitive rule, and gave as their judgment as practical operating men that the tendency of any such rule would be demoralizing, because of furnishing conflicting incentives to operating officials and to men upon the road, whereas under present conditions they had the same incentive—to accomplish the run as speedily as possible.

As to the requests for increased rates of pay, the railroads stated that the great majority of schedules in western territory classified engines on the basis of size of cylinders. By the award in the firemen's case of June 4, 1910, a uniform rate was fixed for "simple engines having a cylinder 24 inches or over in diameter and on compound engines weighing 215,000 pounds or more on drivers"; and by the agreement with the engineers, dated December 24, 1910, a uniform increase was provided for "engineers in through freight or passenger service on engines (other than Mallet type) weighing 215,000 pounds and over on drivers." In western territory, therefore, the only uniform "weight on driver" basis in schedules of both engineers and firemen pertained to engines weighing more than 215,000 pounds on drivers. Below that weight classifications were both on a cylinder and weight on driver basis, depending upon the manner in which individual schedules had been built up.

It had been established by the testimony, it was claimed, that there was a fairly well-fixed ratio between tractive effort and size of cylinders, and inasmuch as size of cylinder was one of the important factors in determining what a locomotive would do, the size of cylinder was a more satisfactory basis than weight on drivers, inasmuch as

there was never any difficulty in ascertaining exactly the diameter of the cylinder.

The railroads objected to the paragraph relating to pusher, helper, and mine runs, on the ground that it sought to throw into a single group different classes of service which varied to fit conditions peculiar to individual roads. Rates appearing in the various schedules had been adjusted, it was stated, to measure up to the varying service performed under diverse conditions in different localities, and no reason was offered by any witness on behalf of the employees in support of the claim that all other unclassified service should be computed on the through freight rates.

Concerning the proposal for higher rates of pay on divisions where the grade was 1.8 per cent, the railroads stated that the evident intent and purpose of the proposal furnished ample reason why it should be refused; and, aside from the absurdity of this pyramiding one differential upon another, the testimony developed that in Illinois and Missouri as well as at numerous places in supposedly prairie territory there were grades of more than 1.8 per cent. Also that it was proven by the testimony that all freight trains coming from western territory going east to St. Paul passed over a grade of 1.8 per cent or greater.

Concerning the proposal for increase in rates on locomotives in narrow gauge service, the railroads stated that the only narrow gauge service described by any witness on behalf of the employees was that on the Denver & Rio Grande between Salida and Gunnison and Salida and Alamosa. Testimony showed that the tonnage in this service had increased from 35 to 60 tons in the last year, although the size of the power had been the same since 1903, and the witness giving this testimony stated that rates of pay on narrow gauge engines were increased from \$2.78 to \$3.05 in freight and \$2.71 to \$2.95 in passenger service on April 1, 1912.

As to the proposal regarding electric locomotives, electric either multiple unit or single, gasoline or other service, the railroads asserted that the only electric service in western territory described by any witness on behalf of the employees was that in the Great Northern tunnel at Tye. In this service an employee witness testified that he earned about \$1,900 a year as motorman, although his earnings had been as high as \$220 per month. There was not a syllable of evidence in the record, it was claimed, which had any tendency to show that rates now paid in the electric service, as it exists, were not full, fair, and adequate, and the real purpose of the proposal was to have established for all time in a service which was still in an experimental stage the proposition that "steam rules, hours of service, and mileage will apply."

The position of the railroads was that it was only proper and right for a road that has engineers and firemen, when they changed to some other motive power than steam, to give its engineers and firemen the opportunity to handle the new style of power, but that in as much as the duties are not as hazardous or exacting and the responsibilities could be no greater, the question of rules and rates suitable to the service should be left open so as to make such rules and rates fit the changed character of service which came about with the change in motive power.

As to the proposal of the employees relative to local and way freight service, the railroads stated their position had always been

that local or way freight trains differed so widely in make-up and character of service that it was impracticable to make a definition applicable to all localities in a territory so vast as the one involved in the arbitration proceedings.

As to the proposal for mixed trains, the railroads contended that this article proposed to give to mixed trains a rate 10 per cent higher than through freight trains. Railroads' Exhibit 1 (p. 116) showed, it was stated, that to cover this mixed train service schedules of the various roads contained provisions applicable to the peculiar service on different lines or even on different parts of the same line. These varying provisions were manifestly adapted to meet the varying character of the service performed on the different railroads and on different branches of the same system, and it was worthy of note that no witness was introduced on behalf of the employees to testify that in any kind of mixed service the rates of pay provided in existing schedules was not adequate or to offer any suggestion why any such mixed service should be put upon a uniform basis whereby it would bear a fixed percentage relationship to the rates in through freight service.

As to the proposal for 10 per cent differential the railroads stated that the second paragraph of article 3 sought to change the differential established for both engineers and firemen in 1910; and this notwithstanding the fact that the differential existing in western territory was the same as the differential established in the eastern engineers' award and higher than the differential established in the western firemen's award made April 23, 1913.

The objections made by the railroads to the proposal for rates of pay in switching service were as follows:

(1) Railroads' Exhibit 1 (p. 188) showed that practically all the roads in western territory were paying a minimum rate of \$4.25 in first-class yards, and that the rate thus paid was higher than in the East, where a minimum rate of \$4.10 was awarded.

(2) The award of April 23, 1913, in the eastern firemen's case fixed a rate of \$2.50 on locomotives weighing less than 140,000 pounds on drivers and \$2.60 on engines weighing 140,000 pounds or more on drivers.

Concerning the request for a time and a half for overtime in yard service the railroads called attention to the fact that the board of arbitration in the eastern trainmen's case specifically passed upon yard service, and asked that this decision be applied in this case. Attention was also called to the fact that on the New York, New Haven & Hartford that the daily rate in 8-hour yards was \$3.50 for engineers and \$2 for firemen, while the same road pays in 10-hour yards to engineers \$4.10 and to firemen \$2.50.

Concerning the proposal that when road engines were used in yard service road rates should apply, the railroads claimed that no practical reason had been advanced why a road engine used in switching service should receive higher rates of pay than any other engine used in the same service.

As to the requests for preparatory time and for terminal delay, the railroads treated these as interrelated subjects. Requests for preparatory time, it was stated, as well as initial and final terminal delay were contained in the propositions submitted to the board which decided the eastern engineers' controversy on November 2,

1912, and were also contained in the propositions decided by the arbitration board in the eastern firemen's case on April 23, 1913, and the award of the board in the engineers' case negatived this proposition when they decided that "In all classes of road service an engineer's time will commence at the time he is required to report for duty and will conclude at the time the engine is placed on the designated track or relieved by hostler at terminal," and on the question of initial terminal delay that board held "Compensation for initial terminal delay is not allowed beyond that involved in the rule that pay shall begin in all cases at the time an engineer is required to report for duty," and on "final terminal delay" the board held "For freight service final terminal delay shall be computed from the time the engine reaches designated main track switch connection with the yard track. For passenger service, final terminal delay shall be computed from time train reaches terminal station." The board held further "Final terminal delay after the lapse of 1 hour will be paid for at the end of the trip at the overtime rate according to class of engine on the minute basis." The decision in the firemen's case referred to was along the same lines as that quoted in the engineers' case.

Objections by the railroads to the proposal for "automatic release and tie-up" were made on the ground that the principle of engineers and firemen being released each time they arrived at terminal or end of run, regardless of miles run or service performed, was susceptible of requiring payments of two, three, or more 100-mile allowances for a continuous service, even though such service might be less than 100 miles in the aggregate. The application of this proposal to runs regularly fixed under present schedules would lead, it was claimed, to such absurd conclusions that the employees could not seriously insist in argument upon any such rule.

As to the proposal under article 7 for continuous time, the railroads' objections to this were that tie-ups between terminals were rare and exceptional in present railroad operation. Ordinarily they were due to occurrences which the company can not foresee and provide against, and in all cases serve to interrupt the traffic and to make the equipment idle and unproductive. While certain employees testified to occasional long hours on the road, yet when the whole picture is presented, employees' Exhibit 41 showed that the cases of continuous service in excess of 16 hours brings an average of but one such occurrence per man over an 18-month period, and railroads' Exhibit 12 showed that in the year ending December 31, 1913, only six-tenths of 1 per cent of the trains run were tied up between terminals on account of the 16-hour law. It was therefore not deemed necessary that such proposal should be awarded by the board.

Objections made on the part of the railroads to the proposal in article 8, "held away from home terminals," were:

- (1) The testimony of the employees themselves did not warrant the granting of this request.

- (2) That the only cases in which any legitimate ground for complaint could arise concerning length of time away from home terminal was in pool or unassigned freight service.

Inasmuch as the only rule established on this subject in western territory in an arbitration proceeding provided for payment at the end of the first 30 hours and for each 24 hours thereafter, and inas-

much as the rule thus awarded by arbitration was in effect as to its trainmen on one of the roads parties to this proceeding, it was claimed that in no event should a rule on this subject be considered by the board which laid down for the whole territory a rule any more rigid and elastic than the one awarded in the recent Burlington arbitration case.

As to the proposal contained in article 9 for deadheading, the railroads stated that practically every railroad involved in this proceeding now specifically covered the matter of deadhead service and deadhead pay by schedule provision, and this substantially was all that was proved on behalf of the employees in this proceeding. The only employees' witnesses who testified on the subject of deadheading simply pointed out the provisions of various schedules and said nothing as to any changes in labors, responsibility, or nature or character of this service as compared with the time when present schedules were agreed upon. Because of the proposal being inherently unreasonable, and because no testimony had been offered to show either changed conditions or any inadequacy of compensation under existing rules, the railroads claimed that the board should give it no consideration.

Objection to article 10, relating to hostlers, was made by the railroads because it sought to take from operating officials all discretion as to the points at which hostlers should be maintained, and to fix a rigid rule which made no allowance for peculiarities of particular roads. Paragraphs 2 and 3 sought to take from operating officials all right to make selection of the employees from whose ranks hostlers might be recruited, and gave to enginemen general jurisdiction over hostlers as a class. The conditions under which hostlers were employed and the service they were required to perform were not the same at all points in the territory or at all points on the same line. The duties, labors, and responsibilities varied at different points, and this subject should be treated, as it always had been in the past, as one which was wholly regulated and to be determined by each line according to its particular requirements.

As to rates of pay, hours, overtime, and meals for hostlers, the railroads stated it was pertinent to point out that the ultimate result of the adoption of the employees' proposal would be, after having stated where hostlers were to be maintained and from what preferred class of employees they were to be taken, to change the basis of pay on a number of roads from a monthly basis of 12 hours per day to a basis of a per diem wage, with a minimum of 10 hours and overtime thereafter at the rate of time and one-half.

In the eastern firemen's case the board, it was pointed out, was not asked to lay down any rule as to points at which hostlers should be maintained or to prescribe specifically that hostlers' positions should be filled from the ranks of firemen. The board was not asked to fix a meal-hour limitation for hostlers, and but 6.5 per cent of the mileage had meal-hour provision for this class in their schedules. They were, however, asked to accept a definition proposed by the firemen's organization for the term "hostlers," but no such definition was made, and the award simply fixed the rates of pay.

As to the proposal made in article 11 for "surprise tests" being abolished, the railroads stated that, in view of all the talk concerning endangering of life and limb by surprise tests, it was rather startling,

upon analysis of the 7,300-page record, to discover that only two witnesses were placed upon the stand to testify concerning their personal experiences with any so-called surprise tests.

As to the proposal in article 12 for assistance for firemen, the railroads stated that they had shown that practically all of the schedules in western territory already provided that coal should be broken to proper size before being placed on tenders, and that only 8.7 per cent of the mileage in eastern territory and but 9.1 per cent of the mileage in southeastern territory had such a provision. Manifestly, runs which were peculiarly burdensome for the fireman should be left to the individual roads and their men for adjustment in such manner as would fairly meet the peculiar conditions of such line.

The position of the railroads on the proposal contained in article 13 for two firemen was that in order that they might have accurate information as to the amount of physical labor required of firemen on the heaviest engines in use on the different roads the railroads caused a number of observations to be made on engines of the heavier type to ascertain whether on the engines on which two firemen were requested the physical labor required of the fireman was beyond the ability of a single man. The railroads' Exhibit 35, a tabulation of these observations, showed that on the average about 23 per cent of the fireman's time was taken up in actually shoveling coal on these heavier engines. The testimony proved, it was claimed, that on these locomotives where they were asking for two firemen the work was not now beyond the capacity of one man.

On the proposal contained in article 14 for cleaning of locomotives the railroads stated that no witness was called on behalf of the employees who testified as to any practice on any western railroad where either the engineer or fireman was called upon to clean engines. Engineers and firemen had been relieved of practically all duties with reference to engines, and there was some short runs and small engines where the engineer and fireman received a day's pay for possibly three hours work, and that under these conditions it did not seem, it was stated, unreasonable for the railroads to ask the engineer and fireman to perform this work, thereby contributing in part to make up the day for which they were paid under the schedules.

As to the proposal contained in article 15 for official record of weights on drivers, the railroads stated that there was no secrecy as to the record of all engines and no objection to furnishing the men this information.

As to the request contained in article 16, that of throwing switches and flagging, the railroads claimed that the only part of this proposal concerning which the employees offered any testimony was in connection with the throwing of switches. Three of their employees testified on this subject, and it did not seem, it was stated, that this testimony could hardly justify an award covering this entire territory, especially when there had been no effort to contradict the figures shown in railroads' Exhibit 3, sheet 2, that this request in a single month, it was claimed, would place an added burden on the railroads of \$80,381.98, which burden would fall largely on the railroads which had helper service in which the pay was shown by pay-roll figures to be extremely high. Attention was directed to the position taken by the firemen in the eastern arbitration in which the brief on their behalf stated as one of the reasons for the rates requested in pusher

and helper service that the pusher and helper fireman was required to perform also the duties of flagman or brakeman, there being no conductor, flagman, or brakeman with a helper or pusher locomotive.

In the general summary of their case the representatives of the railroads stated that the information assembled in railroads' Exhibits 26, 27, and 28, being a transcript of the pay rolls for the month in which the demands of the employees were presented (October, 1913), showed that the earnings of engineers and firemen were adequate. To meet the possible claim that the earnings for a single busy month were not fairly representative of the yearly earnings of the men in different classes of service, there was presented by the railroads the actual pay-roll earnings covering the entire year ending June 30, 1914, of certain men in each class of service on each seniority district of the railroad involved in the movement. These pay-roll figures were presented as railroads' Exhibits 41 and 42.

Compared with eastern engineers and firemen it was contended that western rates and rules for engineers and firemen worked out larger compensation to the men than the rates and rules which were established by separate arbitrations in the East. The western roads were paying the higher wage, it was claimed, notwithstanding the fact that the average trainload in eastern territory was 40 per cent greater than in western territory, and notwithstanding the claim advanced by the men that wages should be higher when trainloads are heavier.

It must be conceded, therefore, it was argued, that comparison with rates, rules, and working conditions of engineers and firemen in the East can furnish no justification for creating a still wider spread between the East and the West than the one as now shown to exist between the Wabash, which pays western rates, and its parallel and competing lines—the Grand Trunk, Michigan Central, Lake Shore, Erie, Nickle Plate, Pennsylvania, Baltimore & Ohio, Big Four, Vandalia, Clover Leaf, and Pere Marquette—which pay eastern rates.

Applying the increases in pay requested to the operations for October, 1913, the effect of these proposals, the railroads asserted, was to change the engineers and firemen's pay rolls from \$7,214,320.93 to \$10,890,282.81. By giving to this month's operations only the importance which that month's pay roll bore to the pay roll for the entire year a reasonably accurate estimate of the increased expense, it was pointed out, could be made for the year. By the adoption of this method, it was shown by railroads' Exhibit 3 that the actual pay roll of engineers and firemen for the fiscal year 1914 was \$75,713,447.20, and one year's operation under these proposals would mean an added burden to the railroads of \$40,886,708.57.

THE AWARD OF THE BOARD COMPARED WITH THE REQUESTS OF THE EMPLOYEES.

In the following pages a comparative statement has been prepared to show the difference between the rates of pay and working conditions requested by the employees which were made the basis of the arbitration agreement, and the rates of pay and working conditions authorized by the arbitration board. This comparison is made possible by printing in parallel columns a digest of the requests of the employees and the award of the board.

ENGINEERS' AND FIREMEN'S WESTERN ARBITRATION OF 1914-15—COMPARATIVE
DIGEST OF THE AWARD OF THE BOARD AND THE REQUESTS OF EMPLOYEES.

REQUESTS OF EMPLOYEES.

AWARD OF THE ARBITRATION BOARD.

ARTICLE I.—BASIS OF A DAY'S WORK.

Passenger service: One hundred miles or less, 5 hours or less, to constitute a day; excess mileage, pro rata.

All other service, except switching: One hundred miles or less, 10 hours or less, to constitute a day's work; excess mileage, pro rata; 10 miles equal to 1 hour, or vice versa.

Passenger service: The minimum day's rate of pay shall be \$4.30 for engineers and \$2.50 for firemen.

One hundred miles or less, 6 hours 40 minutes or less, shall constitute a day's work unless otherwise specified.

Overtime in excess of 100 miles, pro rata.

OVERTIME IN ROAD SERVICE.

Passenger: Overtime to be computed on a basis of 20 miles an hour, at rate of class of engine used.

All other: Overtime in all other classes of service, except passenger and switching, will be computed on basis of 10 miles an hour, and paid for at rate of 15 miles per hour, according to class of engine used. All overtime will be computed on a minute basis.

On short turn-around runs, no single trip of which exceeds 80 miles, including suburban service, overtime shall be paid for time on duty exceeding 8 hours within consecutive hours, and also in excess of 12 hours computed consecutively from time required to report for duty until final release. Time to be counted as continuous service except in cases where release from duty exceeds 1 hour.

All other passenger overtime to be computed at 15 miles per hour; and separately for each part of a round trip run.

Passenger overtime to be paid for on a minute basis at the following rates: Engineers, 75 cents per hour; firemen, 45 cents per hour.

This award does not displace any existing arrangement as to overtime if employee wishes to retain his old basis of employment.

Freight service: Minimum day's rate given in detail later under Article II.

Basis of a day's work, 100 miles or less, 10 hours or less.

Overtime to be computed on a basis of 10 miles an hour and paid pro rata on a minute basis.

General: Engineers and firemen required to do different classes of road service on a single trip will be paid on a basis of time or miles in each class of service, but not less than a minimum day's pay for the highest class of service performed.

When engines of different weights on drivers are used on a single trip the highest rate paid on an engine used will be the rate paid.

ARTICLE II.

Rates for steam locomotives proposed in passenger service and in freight service, except switching, according to weights on drivers. Special rates on Mallet types.

Lower rates allowed.

REQUESTS OF EMPLOYEES.

Pusher, helper, mine runs, work, wreck, and all other unclassified service, through freight rate according to class of engine.

On divisions where grade is 1.8 per cent or over, 10 per cent over valley rates requested.

On narrow gauge railroads an increase of 5 per cent over rates in effect is requested.

Wherever electric, multiple unit, or gasoline is substituted for steam, engineers and firemen shall have the right to the positions of motormen and helper (this term means second man employed on locomotive). Seniority rights between these services and steam to be interchangeable. Steam rules, hours, and conditions of service to be interchangeable.

ARTICLE III.—LOCAL OR WAY FREIGHT SERVICE.

Engineers and firemen to be paid 10 per cent increase over through freight rates.

Through or irregular freight trains doing switching or other local services to be paid for same at overtime rates in addition to their regular mileage.

ARTICLE IV.—SWITCHING SERVICE.

Minimum rates of pay requested according to class of engine:

	Engi- neers.	Fire- men.
Less than 140,000 pounds.....	\$4. 75	\$3. 10
140,000 pounds or over.....	5. 00	3. 25
Mallets.....	6. 00	4. 00

Engineers and firemen who are required to report for work other than between 6 a. m. and 8 a. m. to be paid 2 cents additional per hour.

Ten hours or less to constitute a day's work. Overtime at the rate of time and a half, computed on minute basis.

Engineers and firemen not to be required to work longer than 6 consecutive hours without an allowance of 30 minutes for meals.

AWARD OF THE ARBITRATION BOARD.

Allowed as originally requested, except belt line and transfer service. Board held that conditions were so variable in the West in belt line and transfer service that it could not reach any decision and referred the matter back to roads and men with the recommendation that they adjust it.

Not allowed. Existing differentials retained.

Request declined.

On installing electric service, or on roads where it is now in effect, engineers and firemen given preference for positions so long as it does not interfere with men already holding positions prior to the arbitration.

Minimum day's rates in steam service awarded to those in electric service.

Board stated that in view of the fact that the electric service was in a state of development and there was no uniformity in practice it could not establish a system of rates and working conditions.

A minimum of 30 cents per 100 miles to be added to through or irregular freight rates for local rates according to class of engine. Overtime or excess miles pro rata.

	Engi- neers.	Fire- men.
Less than 140,000 pounds.....	\$4. 25	\$2. 70
140,000 pounds or over.....	4. 40	2. 75
Mallets:		
275,000 pounds or less.....	5. 15	4. 00
Over 275,000 pounds.....	5. 40	4. 00

Engineers and firemen shall be allowed one hour for meals between 11.30 a. m. and 1 p. m., and between 11.30 p. m. and 1 a. m., but if required to work the meal hour or any part thereof they will be paid for the hour in addition to the minimum day, and be allowed 30 minutes under pay for meals.

Allowed.

Existing rates of pay that are higher than the above minima are hereby awarded.

REQUESTS OF EMPLOYEES.

AWARD OF THE ARBITRATION BOARD.

ARTICLE V.—PREPARATORY TIME.

Thirty minutes preparatory time in all classes of service to be allowed in addition to all other time or mileage on trip, at pro rata rate, according to class of engine and service; on roads where more than 30 minutes are required to report for duty before leaving roundhouse they will be given 1 hour's preparatory time pay, and where more than an hour is required before leaving, actual time will be allowed. Preparatory time is time engineers and firemen are required to be on their locomotive prior to time required to leave roundhouse or other point.

In all classes of service an engineer's or fireman's time will commence at the time he is required to report for duty, and end when locomotive is placed on designated track or delivered to hostler at terminal.

ARTICLE VI.—TERMINAL DELAY.

Payment shall be made for all initial and terminal delay on a minute basis, according to class of service and engine.

Method of computing initial and terminal delay defined carefully.

Initial terminal delay denied except for the rule that time should be paid from time required to report for duty.

Final terminal delay to be paid after a lapse of 30 minutes for full delay, according to overtime rate for class of service and locomotive. If road overtime has already begun, to apply to time of final release.

Methods described of computing terminal delay.

ARTICLE VII.—AUTOMATIC RELEASE AND TIE-UP.

At the end of a run, engineer and firemen are automatically released; when used again, they begin a new day.

Continuous time to be paid between terminals; no deductions for tie-ups.

Denied.

Continuous time to be paid to point of tie-up. After that payments to be made on basis of 50 miles and 5-hour periods.

ARTICLE VIII.—HELD AWAY FROM HOME TERMINAL.

To be paid continuous time for all time held away from home terminal after the expiration of 15 hours from time relieved from duty, at the rate per hour for last service performed.

In pool freight and unassigned service, continuous time to be paid when held away from home terminal after the expiration of 22 hours, from time last relieved from duty, at rate per hour for last service performed. If held 14 hours after the expiration of the first 32 hours, continuous time will be paid for the next 10 hours, and similarly for each succeeding 24 hours. Should an engineer or fireman be called for duty his time will be computed continuously.

ARTICLE IX.

When deadheading on company's business, engineers and firemen will be paid the same rates as the crew of the engine of the train on which they are deadheading.

Specific rates per mile awarded for deadheading on company's business; no deadheading pay allowed while deadheading on seniority rights—provided that a minimum day will be paid at the rates specified within 24 hours from the time called to deadhead.

REQUESTS OF EMPLOYEES.

AWARD OF THE ARBITRATION BOARD.

ARTICLE X.—HOSTLERS.

Hostlers to be maintained at points where an average of 6 or more locomotives are handled within 12 hours.

Hostling positions to be filled by firemen; pay to be \$3.35 per day of 10 hours or less. Hostlers required to make main-line movements to be paid \$4.75. When main-line hostlers are paid same rate as switching engineers, vacancies shall be filled by engineers.

One hour to be allowed for meals between 11.30 and 1.30, day or night. Hostlers shall be allowed 1 hour for meals in any event, after 5 hours service. When this hour is not granted pay will be given. No hostlers to remain on duty longer than 6 hours without an hour for a meal.

Minimum day for hostlers will be \$4.20 per day of 12 hours or less; overtime pro rata. Engineers and firemen to have preference for positions of hostlers.

All roundhouse employees, except those who have a knowledge of road conditions, who spend 25 per cent of their time in handling engines will receive \$3 per day of 12 hours or less.

Where firemen's organization have negotiated schedules for hostlers, rights contained in schedules shall not be superseded by this award.

ARTICLE XI.—SURPRISE TESTS.

Certain surprise tests to be eliminated.

Surprise or efficiency tests shall not be conducted under conditions hazardous to employees.

ARTICLE XII.—ASSISTANCE FOR FIREMEN.

Coal of proper size to be placed on tenders.

Coal shall be kept where it can be reached by the fireman from deck of locomotive.

Awarded.

Coal to be shoveled forward at specified points, or by man riding on the locomotive for that purpose, so that it can be reached by firemen from deck of locomotive, committees of the men to take up and determine this matter with officials of the roads.

ARTICLE XIII.—TWO FIREMEN.

On coal-burning locomotives 185,000 pounds or over on drivers, when used in freight service, two firemen will be employed.

When a second fireman is deemed necessary on freight locomotives weighing 200,000 pounds or over on drivers, the matter is to be taken up with the officials of a road. Failing to reach an agreement, it is to be adjusted by a commission of 5 members.

When two firemen are so employed they shall each be paid the rate of the engine of the group below. (Art. II.)

ARTICLE XIV.—MISCELLANEOUS.

Firemen to be relieved of the cleaning of locomotives on all roads.

Firemen and engineers shall be relieved from setting up wedges, etc., where competent roundhouse force or engine watchman is employed.

Engine crews shall not be required to place on or remove tools, etc., where competent roundhouse force or engine watchmen are employed.

Awarded.

Awarded.

Awarded.

REQUESTS OF EMPLOYEES.

AWARD OF THE ARBITRATION BOARD.

ARTICLE XV.—RECORDS OF WEIGHTS ON DRIVERS.

Railroads to post at terminals weights on drivers of locomotives in its service.

Awarded.

ARTICLE XVI.

Engineers or firemen will not be required to throw switches, flag through blocks, or fill water cars.

Owing to complexities of services on different roads board found itself unable to formulate a general rule on this topic.

GENERAL REGULATIONS.

“Saving clause” awarded. Engineers or firemen denied the right to select one rule from the award or rate and couple it with an old rule or rate.

MEMORANDUM FILED BY CHAIRMAN PRITCHARD.

Chairman Pritchard, in an explanatory statement, said that freight rates and yard rates for engineers and firemen, awarded by the board, not so high as they should be; conceived it his duty to sign the award, however, so that the men might secure the other substantial benefits which the award gave.

STATEMENT BY RAILROAD ARBITRATORS, MESSRS. PARK AND BYRAM.

The agreement under which the arbitration took place was lopsided and permitted of standardization upward only. It could not, therefore, be called real standardization of dissimilar rules and conditions.

As a consequence they signed the award in order that there might be an award and in order to sanction arbitration as a method of settling industrial disputes.

STATEMENT OF EMPLOYEES' ARBITRATORS, MESSRS. SHEA AND BURGESS.

(1) Increase in cost of living and changes in methods of train operation since 1910 should be recognized.

(2) Award indefensibly based on engineers' eastern award, which stated itself that it had to proceed upon inaccurate and fragmentary statistics of Interstate Commerce Commission. Eastern award, moreover, not suited to western conditions.

(3) Board in its award disregards evidence submitted as to hours, tonnage, and increased work and productive efficiency.

(4) Reviews evidence of men.

(5) A great opportunity of bringing about industrial peace lost.

(6) Monthly earnings are large in some cases, but they are the result of excessive hours of work, not high rates of pay.

(7) Minimum rates awarded will in reality become maximum rates.

(8) Award settles nothing, makes necessary further demands; will bring chaos and unrest to industrial world.

EFFECT OF APPLICATION OF AWARD OF ARBITRATION BOARD ON INDIVIDUAL RAILROADS.

No uniform basis for the payment of locomotive engineers has up to the present time been adopted in the territory east of the Ohio and north of the Potomac rivers. Some railroads classify their rates of pay according to the size of cylinders; others according to weight on drivers; still others according to the number of wheels and according to the trade name of the engines. Not until the year 1913 were the rates of pay to locomotive firemen in the eastern territory standardized according to weight on drive wheels, and the same basis of payment both to engineers and firemen in the West was not adopted until the year 1915. As a consequence it was impossible, with the printed working schedules as a basis, to make any comparative study as to how rates of pay to engineers and firemen were affected by awards of arbitration boards. Methods of wage payment were frequently changed by the application of the decision of arbitration boards.

Under these conditions it was decided to use as a basis of comparison of rates of pay the classification of locomotives required by the Interstate Commerce Commission. Up to the fiscal year 1915 this classification was uniformly used by the railroads in reporting to the commission. In the following comparisons the figures relative to the number of locomotives and their average weight on drivers (tons) prior to the fiscal year 1915 are based on information secured from pages 103 to 107 of the annual reports of the carriers to the Interstate Commerce Commission. In the form of annual report adopted for use in 1915 there were considerable changes made throughout, and locomotive classification was furnished in a different manner by the carriers. Because of this variation it was necessary to request the railroad companies to furnish data on locomotive equipment that would be comparable with prior years.

After the information as to number and weight of locomotives in the various classifications was secured from the annual reports of the railroads to the Interstate Commerce Commission printed forms were mailed to the companies to be filled out. Each sheet was divided into three similar sections, providing for single expansion, four-cylinder compound, and two-cylinder compound or cross-compound locomotives. The information requested from the carriers was as follows:

- (a) Class of service in which each locomotive was engaged.
- (b) Number of locomotives of each class.
- (c) Rates of pay per day of 100 miles or less or 10 hours or less to (1) engineers, (2) firemen.

Because of the change in the 1915 reports, mentioned above, a special sheet for this year was prepared and sent to the railroad companies requesting, in addition to the other inquiries listed, the average weight (tons) on drivers of locomotives. The printed forms sent to the railroads were for the fiscal years prior and subsequent to any arbitration proceedings they were involved in, either with their engineers or firemen.

In the following derivative tables, rates of pay to locomotive engineers and firemen are shown prior and subsequent to the award of the arbitration board in western territory of April 30, 1915.

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines.

ATCHISON, TOPEKA & SANTA FE RY.

SWITCHING SERVICE.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or less or 10 hours or less to—					
					Engineers.			Firemen.		
	1914	1915	1914	1915	1914	1915	Increase.		1914	1915
							Amount.	Per cent.		
Class A2, 00 > (oil).	2	2	50	50						
Strong City and Bazar, Kans. ¹					\$4.50				\$2.55	
First-class yards ²					4.25				2.50	
Second-class yards					4.00				2.40	
Less than 140,000 pounds on drivers.						\$4.25				\$2.70
140,000 pounds and over on drivers.						4.40				2.75
Class A3, 000 >										
Oil.	35	68	65	69						
Coal.	117	80	65	64						
Strong City and Bazar, Kans. ¹					4.50				2.55	
First-class yards ²					4.25				2.50	
Second-class yards					4.00				2.40	
Less than 140,000 pounds on drivers.						4.25				2.70
140,000 pounds and over on drivers.						4.40				2.75
Class A4, 0000 >	7	7	70	70						
Strong City and Bazar, Kans. ¹					4.50				2.55	
First-class yards ²					4.25				2.50	
Second-class yards					4.00				2.40	
Less than 140,000 pounds on drivers.						4.25				2.70
140,000 pounds and over on drivers.						4.40				2.75

¹Special rate account partially road service.

²First-class yards, all others second-class yards: Chicago, Ill.; Corwith, Ill.; Shopton, Iowa; Kansas City, Mo.; Topeka, Kans.; Argentine, Kans.; Emporia, Kans.; Arkansas City, Kans.; Chanute, Kans.; Wellington, Kans.; Dodge City, Kans.; La Junta, Colo.; Pueblo, Colo.; Raton, N. Mex.; Las Vegas, N. Mex.; Albuquerque, N. Mex.; Gallup, N. Mex.; Winslow, Ariz.; Seligman, Ariz.; Los Angeles, Cal.; Bakersfield, Cal.; Richmond, Cal.; Needles, Cal.; Barstow, Cal.; San Bernardino, Cal.; Fresno, Cal.; San Francisco, Cal.; El Paso, Tex.

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ATCHISON, TOPEKA & SANTA FE RY.—Continued.

SWITCHING SERVICE—continued.

Class.	Number.				Average weight on drivers (tons).		Rate per day of 100 miles or less or 10 hours or less to—			
	Number.				Average weight on drivers (tons).		Rate per day of 100 miles or less or 10 hours or less to—			
	Number.				Average weight on drivers (tons).		Rate per day of 100 miles or less or 10 hours or less to—			
	1914	1915	1914	1915	1914	1915	Rate per day of 100 miles or less or 10 hours or less to—			
							Engineers.		Firemen.	
							Increase.		Increase.	
							Amount.	Per cent.	Amount.	Per cent.
Class C3, 00000>.										
Oil.....	20	20	45	45						
Coal.....	35	35	45	45						
Strong City and Bazar, Kans. ¹					\$4.50		\$2.55			
First-class yards ²					4.25		2.50			
Second-class yards.....					4.00		2.40			
Less than 140,000 pounds on drivers.....					\$4.25					
140,000 pounds and over on drivers.....					4.40		\$2.70			
Class C4, 00000> (oil).....										
Strong City and Bazar, Kans. ¹	6	6	52	52						
First-class yards ²					4.50		2.55			
Second-class yards.....					4.25		2.50			
Less than 140,000 pounds on drivers.....					4.00		2.40			
140,000 pounds and over on drivers.....					4.25				2.70	
					4.40				2.75	

¹ Special rate account partially road service.

² First-class yards, all others second-class yards: Chicago, Ill.; Corwith, Ill.; Shopton, Iowa; Kansas City, Mo.; Topeka, Kans.; Argentine, Kans.; Emporia, Kans.; Arkansas City, Kans.; Chanute, Kans.; Wellington, Kans.; Dodge City, Kans.; Newton, Kans.; La Junta, Colo.; Pueblo, Colo.; Raton, N. Mex.; Las Vegas, N. Mex.; Albuquerque, N. Mex.; Gallup, N. Mex.; Winslow, Ariz.; Seligman, Ariz.; Los Angeles, Cal.; Bakersfield, Cal.; Richmond, Cal.; Needles, Cal.; Barstow, Cal.; San Bernardino, Cal.; Fresno, Cal.; San Francisco, Cal.; El Paso, Tex.

Rates paid to locomotive engineers before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ATCHISON, TOPEKA & SANTA FE RY.—Continued.

PASSENGER SERVICE.

Rate per day of 100 miles or less or 8 hours or less to engineers in specified territories.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Class.	Num-ber.	Aver- age weight on drivers (tons).		Plains.						Mountain.						Valley.				Desert.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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All territories on Atchison, Topeka & Santa Fe Railway and Panhandle & Santa Fe Railway.

[illegible]

! All territories on Atchison, Topeka & Santa Fe Railway and Panhandle & Santa Fe Railway.

2 West of Winslow, Ariz., only.

* All territories on Atchison, Topeka & Santa Fe Railway, except between Pueblo, Colo., and Denver, Colo., and west of Winslow, Ariz.

Between Pueblo, Colo., and Denver, Colo.

[illegible]

Chicago to Canon City, including branches.

²² All territory except between La Junta, Colo., and Raton, N. Mex.: Las Vegas and Albuquerque, N. Mex.

2. All territory except between La Junta, Colo., and Raton, N. Mex.; Las Vegas and Albuquerque, N. Mex.; Pueblo to Denver, (Colo.); La Junta to Raton, N. Mex.; Las Vegas to Albuquerque, N. Mex.; and south of Albuquerque.

La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

⁶⁶Raton to Las Vegas, N. Mex.

* All territory except between Pueblo and Denver, Colo.
 † All territories

ALL TERRITORIES.

Oil-burners—

[illegible]¹ Chicago to Canon City, including branches.

² All territory except between La Junta, Colo., and Raton, N. Mex.; Las Vegas and Albuquerque, N. Mex.

³Pueblo to Denver, Colo.; La Junta to Raton, N. Mex.; Las Vegas to Albuquerque, N. Mex.; Clovis to Belen.

⁴ La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

⁶ Raton to Las Vegas, N. Mex.

⁶⁶ All territory except between Pueblo and Denver, Colo.

⁷ All territories.

⁸ Pueblo, Colo., to Denver, Colo.

⁹ Chicago to Canon City, Colo.; Wellington, Kans., to Pecos, Tex., including branches. Pueblo and Denver, Colo. Christie to Pecos, N. Mex., and south of Albuquerque, N. Mex.

• Pueblo and Denver, Colo.; Clovis to Belen, N. Mex., and south of Albuquerque, N. Mex., Beton to Las Vegas N. Mex.; Albuquerque, N. Mex. and Beltsfield, Cl.

¹ Raton to Las Vegas, N. Mex.; Albuquerque, N. Mex., and Bakersfield, Cal.
² Albuquerque, N. Mex. to Bakersfield, Cal. only

‡ Albuquerque, N. Mex., to Bakersfield, Cal., only.

ATCHISON, TOPEKA & SANTA FE RY.—Continued.

PASSENGER SERVICE—continued.

[illegible]

[illegible]

1 Chicago to Canon City, including branches.

² All territory except between La Junta, Colo., and Raton, N. Mex.; Las Vegas and Albuquerque. N. Mex.

⁸ Pueblo to Denver, Colo.; La Junta to Raton, N. Mex.; Las Vegas to Albuquerque, N. Mex.; Clovis to Belen, N. Mex.; and south of Albuquerque.

'La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

⁶ Raton to Las Vegas, N. Mex.

⁶ All territory except between Pueblo and Denver, Colo.

⁷ Pueblo, Colo., to Denver, Colo.

^s Chicago to Canon City, Colo.; Wellington, Kans., to Pecos, Tex., including branches.

9 Pueblo and Denver, Colo.; Clovis to Belen, N. Mex., and south of Albuquerque, N. Mex.

• Raton to Las Vegas, N. Mex.; Albuquerque, N. Mex.; and Bakersfield, Cal.

¹Albuquerque, N. Mex., to Bakersfield, Cal., only.

[illegible]

Chicago to Canon City, including branches.

²All territory except between La Junta, Colo., and Raton, N. Mex.; Las Vegas and Albuquerque., N. Mex.

³Pueblo to Denver, Colo.; La Junta to Raton, N. Mex.; Las Vegas to Albuquerque, N. Mex.; Clovis to Belen, N. Mex.; and south of Albuquerque.

⁴¹La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

⁶ Raton to Las Vegas, N. Mex.

⁶ All territory except between Pueblo and Denver, Colo.
⁷ Pueblo Colo. to Denver Colo.

7 Pueblo, Colo., to Denver, Colo.
8 Chicago to Canon City Colo: Wellington Kans to Peaces Tex including branches

Chicago to Canon City, Colo.; Wellington, Kans., to Pecos, Tex., including branches.

Pueblo and Denver. Colo.: Clovis to Belen, N. Mex., and south of Albuquerque, N. Mex.

• Raton to Las Vegas, N. Mex.: Albuquerque N. Mex., and Bakersfield, Cal.

Albuquerque, N. Mex., to Bakersfield, Cal., only.

THE UNIVERSITY OF CHICAGO

Rates paid to locomotive engineers before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ATCHISON, TOPEKA & SANTA FE RY.—Continued.

FREIGHT SERVICE.

Class.	Num- ber.	Average weight on drivers (tons).	Rate per day of 100 miles or less or 10 hours or less to engineers in specified territories.																	
			Plains.				Mountain.				Valley.				Desert.					
			1914		1915		Increase.		1914		1915		Increase.		1914		1915		Increase.	
			Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.		
SINGLE EXPANSION LOCO- MOTIVES. Class B3, 0000>: Oil..... Coal.....	2	49																		
	21	24	61	46	\$5.05	\$5.05														
						\$0.00	0.0	\$5.40	\$5.40	\$0.00	0.0									
								\$5.55	\$5.55	.00	0.0									
								\$4.95												
Class B4, 00000>: Oil..... Coal..... Less than 143,700 pounds on drivers (east of Albu- querque)	83	90	82	78																
	92	70	63	61																
					15.05	15.20	.15	3.0	25.40	\$5.40	.00	0.0								
									45.55	\$5.55	.00	0.0								
									64.95											
Do..... Do..... Do..... Do..... Do.....										\$5.35			\$5.15							
143,700 pounds or over on drivers (east of Albu- querque) Do..... Do.....					15.20	15.20	.00	0.0												
					15.05				35.40	\$5.40	.00	0.0								

Class F3, 000000>:									
Oil.	69	70	71	72	73	74	75	76	77
Coal.	69	70	71	72	73	74	75	76	77
Less than 143,700 pounds on drivers.				1 5.05					
Do.					125.40				
Do.					175.55				
Do.					184.95				
Do.					\$ 5.30		\$ 5.15		
Do.									\$ 5.60
143,700 pounds or over on drivers.				1 5.20					
Do.				2 5.05					
Do.					125.40				
Do.					175.55				
Do.					184.95				
Do.					\$ 5.30		\$ 5.15		
Do.									\$ 5.60
Less than 170,000 pounds on drivers.				1 5.10					
Do.					185.40				
Do.					195.55				
Do.					105.65				
Do.					\$ 5.30		\$ 5.15		
Do.									\$ 5.60
170,000 pounds or over on drivers.				1 5.30					
Do.					185.40				
Do.					195.55				
Do.					105.65				
Do.					\$ 5.30		\$ 5.15		
Do.									\$ 5.60

¹ Chicago to Canon City, Colo.; Wellington, Kans., to Waynoka, Okla.; Waynoka, Okla., to Pecos, Tex.; Starkville, Colo.; Blossburg and Hebron, N. Mex., coal runs (1914).

² Chicago to Canon City, Colo.; Blossburg and Hebron, N. Mex., coal runs.

³ Starkville, Colo.; Blossburg and Hebron, N. Mex., including branches (1915).

⁴ Clovis to Belen, N. Mex.; Raton, N. Mex.; Las Vegas, N. Mex.; Rio Grande division, east of Deming, N. Mex.; Pueblo, Colo., to Denver, Colo. (1914). Pueblo to Denver, Colo.; Raton to Las Vegas, N. Mex.; Clovis to Belen, N. Mex.; and Rio Grande division, east of Deming, N. Mex. (1915).

⁵ La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex., west of Deming, N. Mex.

⁶ Albuquerque, N. Mex., to Bakersfield, Cal.

⁷ Clovis to Belen, N. Mex.; west of Deming, and Rio Grande division, east of Deming, N. Mex.

⁸ Pueblo, Colo., to Denver, Colo.; Raton to Las Vegas, N. Mex.; Lamy to Santa Fe, N. Mex.

⁹ Pueblo, Colo., to Denver, Colo.; Raton, N. Mex., to Las Vegas, N. Mex.

¹⁰ La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

¹¹ West of Winslow, Ariz., and lines south of Ashfork, Ariz.

¹² Clovis, N. Mex., to Belen, N. Mex., and Rio Grande division east of Deming, N. Mex.

¹³ Pueblo, Colo., to Denver, Colo.; Lamy to Santa Fe, N. Mex.

¹⁴ Pueblo, Colo., to Denver, Colo.

¹⁵ Raton, N. Mex., to Las Vegas, N. Mex.

¹⁶ Santa Fe district, Lamy, N. Mex., to Santa Fe, N. Mex.

¹⁷ Pueblo, Colo., to Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex., and west of Deming, N. Mex.

¹⁸ Raton, N. Mex., to Las Vegas, N. Mex.; Clovis, N. Mex., to Belen, N. Mex.; and Rio Grande division east of Deming, N. Mex.

¹⁹ Pueblo, Colo., to Denver, Colo., and west of Deming, N. Mex.

Rates paid to locomotive engineers before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ATCHISON, TOPEKA & SANTA FE RY.—Continued.

FREIGHT SERVICE—continued.

Class.	Num- ber.		Average weight on drivers (tons).		Rate per day of 100 miles or less or 10 hours or less to engineers in specified territories.												
					Plains.				Mountain.				Valley.				Desert.
	1914 1915		Increase. Amount. Per cent.		1914 1915		Increase. Amount. Per cent.		1914 1915		Increase. Amount. Per cent.		1914 1915		Increase. Amount. Per cent.		
		1914	1915														
SINGLE - EXPANSION LOCO- MOTIVES—continued.																	
Class E4, 000000> Less than 215,000 pounds on drivers.	44	44	107	107													
Do.					\$5.20	\$5.45											
Do.					5.40												
Do.					45.05												
Do.								\$5.40	\$5.45								
Do.								65.55	0.0								
Do.								75.65	0.0								
Do.								84.95									
Do.								95.90									
215,000 pounds or over on drivers.					15.20	25.45											
Do.					5.40	3.65											
Do.					45.05												
Do.								55.65	0.0								
Do.								65.80	0.0								
Do.								105.90	0.0								
Do.								85.20									
Class E5, 0000000>: Oil.	21	22	124	123													
Coal.	15	15	123	123													
215,000 pounds or over on drivers.					15.45	25.45											
Do.					5.65	3.65											
Do.					45.30												
Do.								55.65	0.0								
Do.								65.80	0.0								
Do.								105.90	0.0								
Do.								85.20									

Rates paid to locomotive engineers before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ATCHISON, TOPEKA & SANTA FE RY.—Continued.

FREIGHT SERVICE—continued.

Class.	Num- ber.	Rate per day of 100 miles or less or 10 hours or less to engineers in specified territories.									
		Average weight on drivers (tons).		Plains.		Mountain.		Valley.		Desert.	
		1914	1915	Increase.		1914	1915	Increase.		1914	1915
				Amount.	Per cent.			Amount.	Per cent.		

[illegible]

¹ Los Angeles and Valley divisions, lines south of Barstow, Cal.

Albuquerque N. Mex., to Bakersfield, Cal.

² Raton, N. Mex., to Las Vegas, N. Mex.; Clovis, N. Mex., to Belen, N. Mex.; and Rio Grande division east of Deming, N. Mex.

4 Pueblo, Colo., to Denver, Colo., and west of Deming, N. Mex.

⁶ La Junta, Colo., to Raton N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

⁶ Chicago to Canon City, Colo.; Wellington, Kans., to Wynoka, Okla.

⁷ Chicago to Canon City, Colo.; Wellington, Kans., to Waynoka, Okla.; Waynoka, Okla., to Pecos, Tex.; Starkville, Colo.; Blossburg and Hebron, N. Mex., coal runs (1914).

Chicago to Canon City, Colo.; Wellington

Waynoka, Okla., to Pecos, Tex.

Starkville, Colo.; Blossburg and Hebron, N. Mex., coal runs.

to Clovis, N. Mex., to Belen, N. Mex., and Rio Grande division east of Deming, N. Mex.

1 Pueblo, Colo., to Denver, Colo.: Raton, N. Mex., to Las Vegas, N. Mex.

² La Junta, Colo., to Raton, N. Mex.: Las Vegas, N. Mex.

La Junta, Colo., to Anton, N. Mex., to Albuquerque, N. Mex., west of Denning, N. Mex.
 Santa Fe district. Lamv. N. Mex. to Santa Fe. N. Mex.

Rates paid to locomotive engineers before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ATCHISON, TOPEKA & SANTA FE RY.—Continued.

FREIGHT SERVICE—continued.

Class.	Num- ber.	Average weight on drivers (tons).	Rate per day of 100 miles or less or 10 hours or less to engineers in specified territories.																		
			Plains.				Mountain.				Valley.				Desert.						
			1914		1915		Increase.		1914		1915		Increase.			1914		1915		Increase.	
			Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.	Amount.	Per cent.		Amount.	Per cent.	Amount.	Per cent.		
FOUR-CYLINDER COM- POUND LOCOMOTIVES— continued. Class E6, 0000-0000> (Mallet): Oil.	27	152																			
	65	38	157	159																	
					\$6.50	4.8															
					3 6.40																
					4 6.05																
							\$6.40	\$6.50	\$0.10	1.6											
							6 6.55	6 6.55	.00	0.0											
							7 6.65	8 6.65	.00	0.0											
							9 6.95	9 6.95	.00	0.0											
Class B8, 0000-0000> (Mallet, oil) Over 275,000 pounds on drivers.	4	183																			
					1 6.20	2 6.50	.30	4.8													
					3 6.40																
					4 6.05																
							5 6.40	6 6.50	.10	1.6											
							6 6.55	6 6.55	.00	0.0											
							7 6.65	8 6.65	.00	0.0											
							9 6.95	9 6.95	.00	0.0											
							10 6.40	10 6.40	.00	0.0											

ATCHISON. TOPEKA & SANTA FE RY.—continued.

FREIGHT SERVICE—Continued.

Class.	Num-ber.	Average weight oil drivers (tons).	Rate per day of 100 miles or less or 10 hours or less to firemen in specified territories.													
			Plains.				Mountain.				Valley.				Desert.	
			1914	1915	1914	1915	Increase.		1914	1915	Increase.		1914	1915	Increase.	
							Amount.	Per cent.			Amount.	Per cent.			Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.																
Class B3, 0000>: Oil	2	49														
	21	24	61	46	\$3.10	\$3.10	\$0.00	0.0	\$3.50	\$3.50	\$0.00	0.0				
									\$3.40	\$3.40	.00	0.0				
Coal																
Oil burners																
Coal burners																
Coal																
Oil burners																
Coal																
Oil burners— Less than 135,000 pounds on driv- ers.																
Class B4, 0000>: Oil	83	90	82	78												
	92	70	63	61												
Coal																
Oil burners— Less than 135,000 pounds on driv- ers.																
Coal																
Oil burners																
Coal																
Oil burners																
Coal																
Oil burners																
Coal																
Oil burners																
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Oil burners																
Coal																
Oil burners																
Coal																
Oil burners																
Coal																

[illegible]

1 Chicago to Canon City, Colo.: Wellington, Kans., to Pecos, Tex., including branches.

2 Pueblo, Colo., to Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

³ Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque, N. Mex. (1914); Raton, N. Mex., to Las Vegas, N. Mex., south of Albuquerque, N. Mex.; Clovis to Belen, N. Mex.

* Santa Fe district; Lamy, N. Mex., to Santa Fe, N. Mex.

⁶ Starkville, Colo.; Blossburg and Hebron coal runs.

⁶ Chicago to Canon City, Colo.; Wellington, Kans., to Waynoka, Okla.; Waynoka, Okla., to Pecos, Tex.; Starkville, Colo., Blossburg and Hebron, N. Mex., coal runs.

7 Pueblo, Colo., to Denver, Colo.; Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque, N. Mex.

La Junta, Colo., to Raton, N. Mex.: Las Vegas, N. Mex., to Albuquerque, N. Mex.

Los Angeles and Valley divisions, lines south of Barstow, Cal.

Albuquerque, N. Mex.; to Bakersfield, Cal.
West of Winslow and lines south of Ash Fork

WEST OF WINDSOR AND LINES SOUTH OF ASH FOLK, ALIZ.

250,000 pounds and over on drivers.....												
Class C2, 0000>:												
Coal.....	9	10	32	32								
Oil.....	33	21	29	32								
Oil burners.....												
Do.....					1.280	1.280	.00					
Do.....					163.00							
Do.....								112.80	2.280			
Do.....								3.00	3.00	0.0		
Do.....								4.290	4.290	0.0		
Do.....								3.10	3.10	0.0		
Do.....									2.85	2.85	.00	
Do.....											2.89	0.0
Coal burners.....					1.295	1.295	.00					
Do.....					163.15							
Do.....								112.95	2.95	0.0		
Do.....								3.15	3.15	0.0		
Do.....								4.05	4.05	0.0		
Do.....								3.25	3.25	0.0		
Do.....											3.04	0.0
Class C3, 0000>:												
Oil.....	60	67	53	50								
Coal.....	160	140	49	50								
Oil burners.....												
Less than 100,000 pounds on drivers.....												
Do.....					1.290	1.290	.00					
Do.....					163.00							
Do.....								3.10	3.10	0.0		
Do.....								2.90	2.90	0.0		
Do.....								3.10	3.10	0.0		
Do.....								143.00	143.00	0.0		
Do.....								152.80				
Do.....									3.10			
Do.....											3.05	0.0
Do.....											3.05	0.0

¹Chicago to Canon City, Colo.; Wellington, Kans., to Pecos, Tex., including branches.

²Pueblo, Colo., to Denver, Colo.

³La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

⁴Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque, N. Mex. (1914); Raton, N. Mex., to Las Vegas, N. Mex., south of Albuquerque, N. Mex.; Clovis to Belen, N. Mex.

⁵Los Angeles and Valley divisions, lines south of Barstow, Cal.

⁶Albuquerque, N. Mex., to Bakersfield, Cal.

⁷Pueblo, Colo., to Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

⁸West of Winslow and lines south of Ash Fork, Ariz.

⁹All territories Atchison, Topeka & Santa Fe Ry. and Panhandle and Santa Fe Ry.

¹⁰Starkville, Colo.; Blossburg and Hebron coal runs.

¹¹Pueblo, Colo., to Denver, Colo.; Lamy, N. Mex., to Santa Fe, New Mex.

¹²La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, and south of Albuquerque, N. Mex.

¹³South of Albuquerque; Clovis, N. Mex., to Belen, N. Mex.

¹⁴Raton, N. Mex., to Las Vegas, N. Mex.

¹⁵Santa Fe district; Lamy, N. Mex., to Santa Fe, N. Mex.

[illegible]

¹Chicago to Canon City, Colo.: Wellington, Kans., to Pecos, Tex., including branches.

²Starkville, Colo.; Blossburg and Hebron coal runs.

³ Los Angeles and Valley divisions, lines south of Barstow, Cal.

4 Pueblo, Colo., to Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque, N. Mex.

⁶ Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque.

to Santa Fe district: Lamy, N. Mex., to Santa Fe, N. Mex.

⁷ Albuquerque, N. Mex., to Bakersfield, Cal.

8 Pueblo, Colo., to Denver, Colo.

La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Al

¹⁰ All territories Atchison, Topeka & Santa Fe Ry. and Panhand

Coal burners—									
Less than 135,000 pounds on drivers.....									
Do.....	63.15							73.15	
Do.....								83.30	
Do.....								93.04	
Do.....							\$83.15		
Do.....								93.25	
Do.....									103.40
Do.....									113.20
135,000 pounds and over on drivers.....									
Do.....	13.30								
Do.....	83.15								
Do.....								93.65	
Do.....								93.55	
Do.....								93.15	
Do.....								93.39	
Do.....									103.65
Oil burners—									
Less than 170,000 pounds on drivers.....									
Do.....	13.15							93.50	
Do.....								93.40	
Do.....								93.10	
Do.....							\$93.00		
Do.....									103.25
Do.....									113.20
170,000 to 215,000 pounds on drivers.....									
Do.....	13.30							103.50	
Do.....								93.65	
Do.....								93.40	
Do.....								93.20	
Do.....									103.50

¹ Chicago to Canon City, Colo.; Wellington, Kans., to Pecos, Tex., including branches.

² Starkville, Colo.; Blossburg and Hebron coal runs.

³ Pueblo, Colo., to Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex. (1914); Raton, N. Mex., south of Albuquerque, N. Mex.; Clovis to Belen, N. Mex.

⁴ Santa Fe district: Lamy, N. Mex., to Santa Fe, N. Mex.

⁵ Chicago to Canon City, Colo.; Wellington, Kans., to Waynoka, Okla.; Waynoka, Okla., to Pecos, Tex.; Starkville, Colo., Blossburg and Hebron, N. Mex., coal runs.

⁶ Pueblo, Colo., to Denver, Colo.; Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque, N. Mex.

⁷ La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.

⁸ Los Angeles and Valley divisions, lines south of Barstow, Cal.

⁹ Albuquerque, N. Mex., to Bakersfield, Cal.

¹⁰ West of Winslow and lines south of Ash Fork, Ariz.

¹¹ Pueblo, Colo., to Denver, Colo.

Class E3, 000000>									
Oil.....	162	7	70						
Coal.....	162	132	80	81					
Oil burners—									
Less than 135,000									
pounds on driv-									
ers.....					13.10				
Do.....					103.00				
Do.....						43.50		43.10	
Do.....						23.50			
Do.....						33.40			
Do.....						112.80			
Do.....									\$ 3.50
135,000 pounds									
and over on									
drivers.....					13.15				
Do.....					103.00				
Do.....						43.50		43.10	
Do.....						23.50			
Do.....						33.40			
Do.....						112.98			
Do.....									\$ 3.50
Coal burners—									
Less than 135,000									
pounds on driv-									
ers.....					13.25				
Do.....					103.15				
Do.....						43.65		43.25	
Do.....						23.65			
Do.....						33.55			
Do.....						112.95			
Do.....									\$ 3.65
135,000 pounds									
and over on									
drivers.....					13.30				
Do.....					103.15				
Do.....						43.65		43.25	
Do.....						23.65			
Do.....						33.55			
Do.....						113.13			
Do.....									\$ 3.65

- 1 Chicago to Canon City, Colo.; Wellington, Kans., to Peos, Tex., including branches.
 2 Pueblo, Colo., to Denver, Colo.; La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.
 3 Raton, N. Mex., to Las Vegas, N. Mex., and south of Albuquerque, N. Mex. (1914); Raton, N. Mex., to Las Vegas, N. Mex.; Clovis to Belen, N. Mex.
 4 Los Angeles and Valley divisions, lines south of Barstow, Cal.
 5 Albuquerque, N. Mex., to Bakersfield, Cal.
 6 West of Winslow and lines south of Ash Fork, Ariz.
 7 Pueblo, Colo., to Denver, Colo.
 8 La Junta, Colo., to Raton, N. Mex.; Las Vegas, N. Mex., to Albuquerque, N. Mex.
 9 All territories Atchison, Topeka & Santa Fe Ry. and Panhandle and Santa Fe Ry.
 10 Starkville, Colo.; Blossburg and Hebron coal runs.
 11 Santa Fe district; Lamy, N. Mex., to Santa Fe, N. Mex.

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines.

BALTIMORE & OHIO CHICAGO TERMINAL R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, OO>.....	4	4	38	38	\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Switching.....												
Class A3, OOO>.....	13	13	49	49	4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Switching.....												
Class B3, OOOo>.....	16	16	66	82	4.25	4.40	2.50	2.70	.15	3.5	.20	8.0
Switching.....												
Class B4, OOOOo>.....	6	6	84	84	4.50	4.75	2.75	3.00	.25	5.6	.25	9.1
Switching.....												
Class C2, OOOo>.....	2	2	28	29	4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
Passenger.....												
Class E4, oOOOo>.....	4	4	60	60	4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Switching.....												
Class I2, ooOOo>.....	1	1	30	30	4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Switching.....												

BEAUMONT & GREAT NORTHERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class C3, OOOo>.....	2	2	40	40	\$4.95	\$4.95	\$3.10	\$3.10	\$0.00	0.0	\$0.00	0.0
Freight.....												

BELLINGHAM & NORTHERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class B3, OOOo>.....	1	1	34	34	\$4.15	\$4.30	\$2.45	\$2.50	\$0.15	3.6	\$0.05	2.0
Passenger.....												
Class B4, OOOOo>.....	3	3	55	55	3.50	4.25	2.25	2.70	.75	21.4	.45	20.0
Switching.....												
Freight.....					4.50	4.85	2.85	2.85	.35	7.8	.00	.0
Class C2, OOOo>.....	1	1	28	28	4.15	4.30	2.45	2.50	.15	3.6	.05	2.0
Passenger.....												
Class C3, OOOOo>.....	3	1	58	52	4.50	4.85	2.85	2.85	.35	7.8	.00	.0
Freight.....												

BELT RAILWAY CO. OF CHICAGO.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, OOO>.....	68	68	62	62								
Switching—												
Transfer—												
80,000 pounds and less than 100,000 pounds.....					\$4.40	\$4.75	\$2.75	\$2.95	\$0.35	8.0	\$0.20	7.3
100,000 pounds and less than 140,000 pounds.....					4.40	4.75	2.75	3.15	.35	8.0	.40	14.5
140,000 pounds and less than 170,000 pounds.....					4.40	4.75	2.75	3.15	.35	8.0	.40	14.5

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915. and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

BELT RAILWAY CO. OF CHICAGO—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class A3, 000>—Contd.												
Yard—												
80,000 pounds and less than 100,000 pounds.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
100,000 pounds and less than 140,000 pounds.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
140,000 pounds and less than 170,000 pounds.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Class A4, 0000>.....	25	25	102	102								
Switching—												
Transfer—												
200,000 and less than 250,000 pounds.....					4.50	4.75	3.10	3.15	.25	5.6	.05	1.6
Class B4, 0000o>.....	4	4	83	83								
Switching—												
140,000 and less than 170,000 pounds.....					4.50	4.75	3.10	3.15	.25	5.6	.05	1.6
Class C2, 000o>.....	1	1	30	30								
Switching—												
Less than 80,000 pounds on drivers					4.50	4.75	3.10	3.15	.25	5.6	.05	1.6

CHICAGO & ALTON R. R.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A2, 00>.....	3	2	36	37								
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class A3, 000>.....	55	51	66	68								
Switching—												
First-class yards.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards.....					4.00	4.40	2.40	2.75	.40	10.0	.35	14.6
Class B3, 0000>.....	68	68	70	70								
Passenger.....					4.40		2.65					
Freight.....					4.95	5.10	3.20	3.20	.15	3.0	.00	.0
Switching—												
First-class yards.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards.....					4.00	4.40	2.40	2.75	.40	10.0	.35	14.6
Class B4, 00000>.....	54	54	91	91								
Freight.....					5.15	5.30	3.25	3.45	.15	2.9	.20	6.2
Switching—												
First-class yards.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards.....					4.00	4.40	2.40	2.75	.40	10.0	.35	14.6
Class C2, 0000>.....	45	33	35	38								
Passenger—												
Less than 80,000 pounds on drivers					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
100,000 and less than 140,000 pounds on drivers					4.15	4.40	2.40	2.65	.25	6.0	.25	10.4
Freight.....					4.90	4.90	2.87	2.87	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO & ALTON R. R.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class C3, 00000>.....	24	24	61	61	\$4.40	\$4.40	\$2.65	\$2.65	\$0.00	0.0	\$0.00	0.0
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight.....					4.95	4.95	3.20	3.20	.00	.0	.00	.0
Switching—												
First-class yards.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards.....					4.00	4.40	2.40	2.75	.40	10.0	.35	14.6
Class E4, 000000>.....	50	50	107	107	5.30	5.45	3.75	3.75	.15	2.8	.00	.0
Freight.....					5.30	5.45	3.75	3.75	.15	2.8	.00	.0
Class F2, 00000>.....	9	9	49	49	4.40	4.40	2.65	2.65	.00	.0	.00	.0
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight.....					4.95		3.20					
Class F3, 000000>.....	35	35	78	78								
Passenger—												
170,000 and less than 200,000 pounds on drivers.....					4.40	4.40	2.65	2.70	.00	.0	.05	1.9
200,000 and less than 250,000 pounds on drivers.....					4.40	4.45	2.65	2.85	.05	1.1	.20	7.5
Freight.....					4.95		3.20					
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class E6, 00000000> (Mallet).....	2	2	142	143	6.05	6.50	4.00	4.25	.45	7.4	.25	6.3
Freight.....												

CHICAGO & NORTH WESTERN RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, 000>.....	7	7	47	47								
Oil.....	290	290	58	58								
Coal.....												
Switching—												
First-class yards.....					\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Deadwood.....						4.70		2.80				
Class B3, 0000>.....	16	16	51	51	4.50		2.80					
Passenger.....					4.50		2.80					
Freight—												
86,000 pounds on drivers.....					4.95	4.95	3.10	3.10	.00	.0	.00	.0
44,500 pounds on drivers, narrow gauge.....					4.60	4.60	2.80	2.80	.00	.0	.00	.0
Way freight.....					5.25	5.25	3.35	3.40	.00	.0	.05	1.5
Class B4, 000000>.....	251	251	105	105	5.40	5.45	3.75	3.75	.05	.9	.00	.0
Freight.....					5.40	5.45	3.75	3.75	.05	.9	.00	.0
Way freight.....						5.75		4.05				
Class C2, 0000>.....	42	42	30	30								
Oil.....	249	225	32	33								
Coal.....												
Oil—												
Passenger—												
19 by 24 inch cylinders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
18 by 24 inch cylinders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
17 by 24 inch cylinders.....					4.20	4.30	2.65	2.65	.10	2.4	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO & NORTH WESTERN RY.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class C2, 0000>—Contd.												
Oil—Continued.												
Freight—												
17 by 24 inch cylinders.....												
18 by 24 inch cylinders.....												
Way freight—												
Switching (sec- ond-class yards).....												
Coal—												
Passenger—												
19 by 24 inch cylinders....												
18 by 24 inch cylinders....												
17 by 24 inch cylinders....												
Freight—												
17 by 24 inch cylinders....												
18 by 24 inch cylinders....												
Way freight—												
17 by 24 inch cylinders....												
18 by 24 inch cylinders....												
Switching (second- class yards).....												
Class C3, 0000>												
Oil.....												
Coal.....												
Oil—												
Passenger—												
20 by 26 inch cylinders....												
18 by 24 inch cylinders....												
Freight—												
21 by 26 inch cylinders....												
18 by 26 inch cylinders....												
19 by 24 inch cylinders....												
18 by 24 inch cylinders....												
20 by 26 inch cylinders....												
Way freight—												
18 by 26 inch cylinders....												
19 by 24 inch cylinders....												
20 by 26 inch cylinders....												
Switching (second- class yards).....												
Coal—												
Passenger—												
18 by 24 inch cylinders....												
19 by 24 inch cylinders....												
18 by 26 inch cylinders....												
20 by 26 inch cylinders....												

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, BURLINGTON & QUINCY R. R.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, OO>.....	15	8	30	30	.....	.....	.....	.....	.....	.....	.....	.....
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class A3, OOO>.....												
Oil.....	337	{ 1 302 }	56	{ 58 58 }	.....	.....	.....	.....	.....	.....	.....	.....
Coal.....				
Switching—												
First-class yards.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class A5, OOOOO>.....	3	3	75	75								
Switching—												
First-class yards.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards.....					4.00	4.40	2.40	2.75	.40	10.0	.35	14.6
Class B3, OOOO>.....	206	200	51	51								
Freight—												
H5 engine—												
Through.....					4.80		2.95					
Local.....					5.10		3.20					
91,500 and 106,500 pounds on drivers—												
Through.....					5.00	5.00	3.15	3.15	.00	.0	.00	.0
Local.....					5.30	5.30	3.40	3.45	.00	.0	.05	1.5
111,500 and 121,500 pounds on drivers—												
Through.....					5.15	5.15	3.30	3.30	.00	.0	.00	.0
Local.....					5.30	5.30	3.55	3.60	.00	.0	.05	1.4
Class B4, OOOOo>.....												
Oil.....	4	11	90	86								
Coal.....	110	103	86	86								
Freight—												
101,820 pounds on drivers, coal—												
Through.....					5.00	5.00	3.15	3.15	.00	.0	.00	.0
Local.....					5.30	5.30	3.40	3.45	.00	.0	.05	1.5
101,820 pounds on drivers, oil—												
Through.....					5.00	5.00	3.00	3.15	.00	.0	.15	5.0
Local.....					5.30	5.30	3.30	3.45	.00	.0	.15	4.5
128,800 pounds on drivers, coal—												
Through.....					5.15	5.15	3.30	3.30	.00	.0	.00	.0
Local.....					5.45	5.45	3.55	3.60	.00	.0	.05	1.4
128,800 pounds on drivers, oil—												
Through.....					5.15	5.15	3.30	3.30	.00	.0	.00	.0
Local.....					5.45	5.45	3.55	3.55	.00	.0	.00	.0
164,400 to 179,200 pounds on driv- ers, coal—												
Through.....					5.40	5.40	3.60	3.60	.00	.0	.00	.0
Local.....					5.70	5.70	3.85	3.90	.00	.0	.05	1.3
164,000 to 179,200 pounds on driv- ers, oil—												
Through.....					5.40	5.40	3.60	3.60	.00	.0	.00	.0
Local.....					5.70	5.70	3.85	3.85	.00	.0	.00	.0
Class C2, OOOo>.....	179	159	27	27								
Passenger—												
48,000 to 53,600 pounds on driv- ers.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
54,500 pounds on drivers.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
66,000 pounds on drivers.....					4.40	4.40	2.75	2.75	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, BURLINGTON & QUINCY R. R.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.			
					Engineers.		Firemen.							
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.		
SINGLE-EXPANSION LOCOMOTIVES—continued.														
Class C3, 0000o>														
Oil.....	5	10	59	54										
Coal.....	121	112	53	54										
K6 engines, passenger.					\$4.15		\$2.40							
Passenger, coal—														
90,200 to 100,700 pounds on drivers.....					4.40	\$4.40	2.75	\$2.75	\$0.00	0.0	\$0.00	0.0		
87,000 pounds on drivers.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0		
121,400 to 141,700 pounds on drivers.....					4.40	4.40	2.95	2.95	.00	.0	.00	.0		
K7 engines.....					4.40		2.75							
Passenger, oil—														
90,200 to 100,700 pounds on drivers.....					4.40	4.40	2.75	2.75	.00	.0	.00	.0		
87,000 pounds on drivers.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0		
121,400 to 141,700 pounds on drivers.....					4.40	4.40	2.95	2.95	.00	.0	.00	.0		
Class E3, o000o>	427	427	73	73										
Freight, 110,270 pounds on drivers—														
Through.....					5.00	5.00	3.15	3.15	.00	.0	.00	.0		
Local.....					5.30	5.30	3.40	3.45	.00	.0	.05	1.5		
130,500 and 131,000 pounds on drivers—														
Through.....					5.15	5.15	3.30	3.30	.00	.0	.00	.0		
Local.....					5.45	5.45	3.55	3.60	.00	.0	.05	1.4		
151,000 and 152,000 pounds on drivers—														
Through.....					5.40	5.40	3.60	3.60	.00	.0	.00	.0		
Local.....					5.70	5.70	3.85	3.90	.00	.0	.05	1.3		
Class E4, o0000o>	160	160	108	108										
Freight—														
198,550 pounds on drivers—														
Through.....					5.40	5.40	3.75	3.75	.00	.0	.00	.0		
Local.....					5.70	5.70	4.00	4.05	.00	.0	.05	1.3		
227,000 pounds on drivers—														
Through.....					5.65	5.65	3.75	3.75	.00	.0	.00	.0		
Local.....					5.95	5.95	4.00	4.05	.00	.0	.05	1.3		
Class E5, o00000o>	5	40	151	149										
Freight—														
301,800 pounds on drivers—														
Through.....					5.65	5.75	4.00	4.00	.10	1.8	.00	.0		
Local.....					5.95	6.05	4.25	4.30	.10	1.7	.05	1.2		
295,950 pounds on drivers—														
Through.....						5.65		4.00						
Local.....						5.95		4.30						
Class F2, o000o>	27	27	46	47										
Passenger.....					4.40	4.40	2.95	2.95	.00	.0	.00	.0		
Class F3, o0000o>	120	120	76	76										
Passenger.....					4.60	4.60	3.05	3.05	.00	.0	.00	.0		
Class B3, 0000o> (narrow gauge).	2	2	30	30										
Freight.....					4.60	4.60	3.30	3.30	.00	.0	.00	.0		
Class B4, 0000o> (narrow gauge):														
Oil.....	3	{ 1 2 }	40	{ 40 40 }										
Coal.....														
Freight.....					4.60	4.60	3.30	3.30	.00	.0	.00	.0		

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, BURLINGTON & QUINCY R. R.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class E6, oO00000o>												
Oil.....	2	4		158								
Coal.....	16	14	136	158								
Through freight.....					\$6.40	\$6.50	\$4.00	\$4.25	\$0.10	1.6	\$0.25	6.3
Local freight.....					6.40	6.50	4.25	4.25	.10	1.6	.00	.0
Class F2, oO00o>	30	30	49	47								
Passenger.....					4.40	4.40	2.95	2.95	.00	.0	.00	.0
Class E8, oO0000000o>	1	1	203	203								
Through freight.....					6.40	6.50	4.00	4.25	.10	1.6	.25	6.3
Local freight.....					6.40	6.50	4.25	4.25	.10	1.6	.00	.0

CHICAGO GREAT WESTERN R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, OOO>	24	24	60	59								
Switching—												
First-class yards.....					\$4.25	\$4.40	\$2.50	\$3.25	\$0.15	3.5	\$0.75	30.0
Second-class yards.....					4.25	4.25	2.50	3.10	.00	.0	.60	24.0
Class A4, OOOO>	11	11	89	90								
Switching.....					4.25	4.40	2.50	3.25	.15	3.5	.75	30.0
Class B3, OOOo>	29	28	44	44								
Passenger.....					4.50	4.50	2.65	2.65	.00	.0	.00	.0
Freight.....					4.80	4.80	3.05	3.05	.00	.0	.00	.0
Switching.....					4.25	4.25	2.50	3.10	.00	.0	.60	24.0
Class B4, OOOOo>	47	47	97	97								
Freight—												
198,850 pounds on drivers.....					5.30	5.30	3.75	3.75	.00	.0	.00	.0
198,850 pounds on drivers (superheated).....					5.30	5.30	3.25	3.45	.00	.0	.20	6.2
Switching.....					4.25	4.40	2.50	3.25	.15	3.5	.75	30.0
Class C2, OOOo>	26	25	33	33								
Passenger—												
Cylinders less than 18 inches.....					4.30	4.30	2.45	2.50	.00	.0	.05	2.0
Cylinders 18 inches and over.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight.....					4.60	4.75	2.85	2.85	.15	3.3	.00	.0
Class C3, OOOOo>	37	37	63	63								
Passenger.....					4.50	4.50	2.80	2.80	.00	.0	.00	.0
Freight.....					5.05	5.05	3.25	3.25	.00	.0	.00	.0
Switching.....					4.25	4.25	2.50	3.10	.00	.0	.60	24.0
Class E3, oO00o>	74	73	69	69								
Passenger.....					4.50	4.50	2.80	2.80	.00	.0	.00	.0
Freight.....					5.10	5.10	3.25	3.25	.00	.0	.00	.0
Switching—												
First-class yards.....					4.25	4.40	2.50	3.25	.15	3.5	.75	30.0
Second-class yards.....					4.25	4.25	2.50	3.10	.00	.0	.60	24.0
Class E4, oO000o>	10	10	109	109								
Freight.....					5.55	5.55	3.50	3.70	.00	.0	.20	5.7
Class F3, oO000o>	23	24	65	66								
Passenger.....					4.50	4.50	2.80	2.80	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class E6, oO00000o>												
(Mallet).....	13	13	149	137								
Freight—												
Through.....					6.05	6.05	4.00	4.00	.00	.0	.00	.0
Local (switching).....					6.30	6.50	4.00	4.25	.20	3.2	.25	6.3

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO JUNCTION RY.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO-MOTIVES.												
Class A3, 000>.....	56	58	66	66								
Switching.....					\$4.25	\$4.40	\$2.65	\$2.75	\$0.15	3.5	\$0.10	3.8
Class B4, 0000o>.....		1		109								
Switching.....						4.40		2.75				

CHICAGO, MILWAUKEE & ST. PAUL RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>.....	52	48	32	32	.....	.....	.....	.....	.....	.....	.....	.....
Switching—	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
First-class yards.....	.....	.....	.....	.....	\$4.25	\$4.25	\$2.55	\$2.70	\$0.00	0.0	\$0.15	5.9
Second-class yards.....	.....	.....	.....	.....	4.00	4.25	2.50	2.70	.25	6.3	.20	8.0
Class A3, 000>.....	13	13	57	60	.....	.....	.....	.....	.....	.....	.....	.....
Oil.....	226	226	59	60	.....	.....	.....	.....	.....	.....	.....	.....
Coal.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Switching—	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
First-class yards.....	.....	.....	.....	.....	4.25	4.40	2.55	2.75	.15	3.5	.20	7.8
Second-class yards.....	.....	.....	.....	.....	4.00	4.25	2.50	2.70	.25	6.3	.20	8.0
Class B3, 000o>.....	4	4	70	48	.....	.....	.....	.....	.....	.....	.....	.....
Oil.....	3	5	37	48	.....	.....	.....	.....	.....	.....	.....	.....
Coal.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Freight, oil burners—	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
55,800 pounds on drivers.....	.....	.....	.....	.....	4.60	4.60	2.75	2.75	.00	.0	.00	.0
94,300 pounds on drivers.....	.....	.....	.....	.....	5.00	5.00	2.95	2.95	.00	.0	.00	.0
139,000 pounds on drivers.....	.....	.....	.....	.....	5.20	5.20	3.10	3.10	.00	.0	.00	.0
Freight, coal burners—	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
55,800 pounds on drivers.....	.....	.....	.....	.....	4.60	4.60	2.80	2.80	.00	.0	.00	.0
94,300 pounds on drivers.....	.....	.....	.....	.....	5.00	5.00	3.10	3.10	.00	.0	.00	.0
139,000 pounds on drivers.....	.....	.....	.....	.....	5.20	5.20	3.25	3.25	.00	.0	.00	.0
Class B4, 0000o>.....	14	14	78	90	.....	.....	.....	.....	.....	.....	.....	.....
Oil.....	186	186	90	90	.....	.....	.....	.....	.....	.....	.....	.....
Coal.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Freight, oil burners—	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
156,400 pounds on drivers.....	.....	.....	.....	.....	5.30	5.30	3.15	3.15	.00	.0	.00	.0
186,500 pounds and over on drivers.....	.....	.....	.....	.....	5.30	5.30	3.35	3.35	.00	.0	.00	.0
Freight, coal burners—	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
156,400 pounds on drivers.....	.....	.....	.....	.....	5.30	5.30	3.30	3.30	.00	.0	.00	.0
186,500 pounds and over on drivers.....	.....	.....	.....	.....	5.30	5.30	3.50	3.50	.00	.0	.00	.0
Class C2, 000o>.....	2	2	22	27	.....	.....	.....	.....	.....	.....	.....	.....
Oil.....	347	339	28	27	.....	.....	.....	.....	.....	.....	.....	.....
Coal.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Oil burners—	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Passenger.....	.....	.....	.....	.....	4.40	4.40	2.50	2.50	.00	.0	.00	.0
Freight.....	.....	.....	.....	.....	4.60	4.75	2.65	2.75	.15	3.3	.10	3.8
Coal burners—	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Passenger.....	.....	.....	.....	.....	4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight.....	.....	.....	.....	.....	4.60	4.75	2.80	2.80	.15	3.3	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, MILWAUKEE & ST. PAUL RY.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class C3, 00000>												
Oil.....	24	23	48	52								
Coal.....	296	314	51	52								
Oil burners, passenger.....					\$4.70	\$4.70	\$2.95	\$2.95	\$0.00	0.0	\$0.00	0.0
Coal burners, passenger.....					4.70	4.70	3.10	3.10	.00	.0	.00	.0
Oil burners, freight— 74,000 to 92,100 pounds on drivers.....												
Over 140,000 pounds on drivers.....					5.00	5.00	2.95	2.95	.00	.0	.00	.0
Coal burners, freight— 74,000 to 92,100 pounds on drivers.....												
Over 100,000 pounds on drivers.....					5.20	5.20	3.10	3.10	.00	.0	.00	.0
Class E3, 00000>												
Oil.....	70	73	76	76								
Coal.....	125	122	76	76								
Oil burners, freight.....					5.20	5.20	3.10	3.10	.00	.0	.00	.0
Coal burners, freight.....					5.20	5.20	3.25	3.25	.00	.0	.00	.0
Class E4, 000000>												
Oil.....	5	4	101	108								
Coal.....	170	196	106	108								
Oil burners, freight— 201,000 pounds on drivers.....												
216,500 pounds on drivers.....					5.30	5.45	3.60	3.60	.15	2.8	.00	.0
Coal burners, freight— 201,000 pounds on drivers.....												
216,500 pounds on drivers.....					5.55	5.55	3.75	3.75	.00	.0	.00	.0
Class F3, 000000>												
Oil.....	19	20	80	79								
Coal.....	143	142	79	79								
Oil burners, passenger— 87,000 pounds on drivers.....												
Over 149,100 pounds on drivers.....					4.55	4.55	2.80	2.80	.00	.0	.00	.0
Coal burners, passen- ger— 87,000 pounds on drivers.....												
Over 149,100 pounds on drivers.....					4.70	4.70	2.95	2.95	.00	.0	.00	.0
Class XI, Shay												
Freight.....	1	1	50	50								
					4.60	4.85	2.80	3.00	.25	5.4	.20	7.1
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class C3, 00000>												
Coal burners, freight— 108,000 pounds on drivers.....	163	145	61	58								
Over 123,000 pounds on drivers.....					5.00	5.00	3.10	3.10	.00	.0	.00	.0
Class E6, 00000000>												
Mallet:												
Oil.....	20	21	162	163								
Coal.....	21	20	167	163								
Oil burners, freight.....					6.30	6.50	4.00	4.25	.20	3.2	.25	6.3
Coal burners, freight.....					6.30	6.50	4.00	4.25	.20	3.2	.25	6.3

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, MILWAUKEE & ST. PAUL RY.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers..		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES—contd.												
Class F2, oOOo>----- Passenger— 80,000 pounds on drivers.....	65	65	47	47	-----	-----	-----	-----	-----	-----	-----	-----
92,000 to 108,000 pounds on drivers					\$4.40	\$4.40	\$2.75	\$2.75	\$0.00	0.0	\$0.00	0.0
					4.55	4.55	2.75	2.75	.00	.0	.00	.0

CHICAGO, ROCK ISLAND & GULF RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3,000>.....	4	4	61	61	-----	-----	-----	-----	-----	-----	-----	-----
Switching, oil burning—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.50	2.70	.25	6.3	.20	8.0
Class B4, 0000>.....	36	36	94	94	-----	-----	-----	-----	-----	-----	-----	-----
Freight—												
Through.....					5.20	5.30	3.60	3.60	.10	1.9	.00	.0
Local.....					5.45	5.60	3.85	3.90	.15	2.8	.05	1.3
Class C2, 0,000>.....	16	16	30	30	-----	-----	-----	-----	-----	-----	-----	-----
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0

CHICAGO, ROCK ISLAND & PACIFIC RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>.....	8	8	32	34	-----	-----	-----	-----	-----	-----	-----	-----
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.40	\$2.70	\$0.00	0.0	\$0.30	12.5
Second-class yards.....					4.00	4.00	2.40	2.70	.00	.0	.30	12.5
Class A3, 000>.....	3	4	61	63	-----	-----	-----	-----	-----	-----	-----	-----
Oil.....	190	189	64	64	-----	-----	-----	-----	-----	-----	-----	-----
Coal.....												
Switching—												
First-class yards.....					4.25	4.25	2.50	2.75	.00	.0	.25	10.0
Second-class yards.....					4.00	4.40	2.40	2.70	.40	10.0	.30	12.5
Class B3, 0000>.....	56	56	45	45	-----	-----	-----	-----	-----	-----	-----	-----
Passenger—												
Under 18-inch cylinders.....					4.15	4.40	2.85	2.85	.25	6.0	.00	.0
18-inch cylinders or over.....					4.40	4.40	2.85	2.85	.00	.0	.00	.0
Freight—												
Through.....					5.00	5.00	3.00	3.00	.00	.0	.00	.0
Local.....					5.25	5.30	3.25	3.30	.05	1.0	.05	1.6
Switching—												
First-class yards.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, ROCK ISLAND & PACIFIC RY.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO-MOTIVES—Continued.												
Class B4,0000o>												
Oil.....	449	3 446	85	92 85	-----	-----	-----	-----	-----	-----	-----	-----
Coal.....					-----	-----	-----	-----	-----	-----	-----	-----
Freight—												
Through, consoli-dation, 20 and 21 inch cylinders—												
Oil.....					\$5.20	\$5.20	\$3.35	\$3.35	\$0.00	0.0	\$0.00	0.0
Coal.....					5.20	5.20	3.35	3.35	.00	.0	.00	.0
Local, consoli-dation, 20 and 21 inch cylinders—												
Oil.....					5.45	5.50	3.60	3.60	.05	.9	.00	.0
Coal.....					5.45	5.50	3.60	3.65	.05	.9	.05	1.4
Through, consoli-dation, 24-inch cyl-inders and over.....					5.20	5.45	3.75	3.75	.25	4.8	.00	.0
Local, consoli-dation, 24-inch cyl-inders and over.....					5.45	5.75	4.00	4.05	.30	5.5	.05	1.3
Other classes—												
Through.....					5.20	5.30	3.60	3.60	.10	1.9	.00	.0
Local.....					5.45	5.60	3.80	3.90	.15	2.8	.10	2.6
Switching—												
First-class yards.....					4.00	4.40	2.50	2.75	.40	10.0	.25	10.0
Second-class yards.....					4.25	4.40	2.60	2.65	.15	3.5	.05	1.9
Class C2,000o>:												
Oil.....	287	1 280	31	44 31	-----	-----	-----	-----	-----	-----	-----	-----
Coal.....					-----	-----	-----	-----	-----	-----	-----	-----
Passenger—												
Under 18-inch cyl-inders.....					4.15	4.30	-----	-----	.15	3.6	-----	-----
18-inch cylinders or over.....					4.40	4.40	-----	-----	.00	.0	-----	-----
8-wheel, 18-inch cyl-inders and under.....					-----	-----	2.65	2.65	-----	-----	.00	.0
8-wheel, 19-inch cylinders.....					-----	-----	2.75	2.75	-----	-----	.00	.0
Through freight, 18 and 19 inch cylinders and under—												
Oil.....					4.80	4.80	2.85	2.85	.00	.0	.00	.0
Coal.....					4.80	4.80	2.85	2.85	.00	.0	.00	.0
Local freight—												
Oil.....					5.05	5.10	3.10	3.10	.05	1.0	.00	0.0
Coal.....					5.05	5.10	3.10	3.20	.05	1.0	.10	3.2
Other classes—												
Through freight—												
Oil.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0
Coal.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0
Local freight—												
Oil.....					5.05	5.10	3.15	3.15	.05	1.0	.00	.0
Coal.....					5.05	5.10	3.15	3.15	.05	1.0	.00	.0
Switching—												
First-class yards.....					4.25	-----	2.40	-----	-----	-----	-----	-----
Second-class yards.....					4.00	-----	2.40	-----	-----	-----	-----	-----
Class C3,0000o>												
Oil.....	348	2 348	60	63 60	-----	-----	-----	-----	-----	-----	-----	-----
Coal.....					-----	-----	-----	-----	-----	-----	-----	-----
Passenger—												
18 and 19 inch cyl-inders, connect-ing.....					4.40	4.40	2.85	2.85	.00	.0	.00	.0
20 to 24 inch cyl-inders, connecting.....					4.40	4.40	3.10	3.10	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, ROCK ISLAND & PACIFIC RY.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.												
Class C3, 00000>—Contd.												
Through freight, 18 and 19 inch cylinders, connecting—												
Oil.....					\$5.00	\$5.00	\$3.10	\$3.10	\$0.00	0.0	\$0.00	0.0
Coal.....					5.00	5.00	3.10	3.10	.00	.0	.00	.0
Local freight—												
Oil.....					5.25	5.30	3.35	3.35	.05	1.0	.00	.0
Coal.....					5.25	5.30	3.35	3.40	.05	1.0	.05	1.5
Through freight, 20 and 21 inch cylinders, connecting—												
Oil.....					5.10	5.10	3.30	3.30	.00	.0	.00	.0
Coal.....					5.10	5.10	3.30	3.30	.00	.0	.00	.0
Local freight, 20 and 21 inch cylinders, connecting—												
Oil.....					5.35	5.40	3.55	3.55	.05	.9	.00	.0
Coal.....					5.35	5.40	3.55	3.60	.05	.9	.05	1.4
Switching—												
First-class yards.....					4.25	4.40			.15	3.5		
Second-class yards.....					4.00	4.25			.25	6.3		
18-inch cylinders and under.....							2.40	2.70			.30	13.0
19 and 20 inch cylinders.....							2.50	2.70			.20	8.0
21-inch cylinders and over.....							2.60	2.75			.15	5.8
Class E4, 000000>.....	75	75	120	120								
Through freight.....					5.45	5.45	3.75	3.75	.00	.0	.00	.0
Local freight.....					5.70	5.75	4.00	4.05	.05	.9	.05	1.3
Class F2, 00000>.....	22	22	49	52								
Passenger.....					4.40	4.40	2.85	2.85	.00	.0	.00	.0
Class F3, 000000>.....	174	174	78	76								
Passenger—												
170,000 pounds and over on drivers.....					4.40	4.45	3.10	3.10	.05	1.1	.00	.0
Less than 170,000 pounds on drivers.....					4.40	4.40	3.10	3.10	.00	.0	.00	.0
Class F4, 0000000>.....	2	2	112	112								
Passenger.....					5.05	5.05	3.55	3.55	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class F2, 00000>.....												
Passenger.....	8	8	53	53	4.40	4.40	2.85	2.85	.00	.0	.00	.0

CHICAGO, ST. PAUL, MINNEAPOLIS & OMAHA RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>.....	4	1	30	30								
Switching.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Class A3, 000>.....	50	50	55	55								
Switching—												
Under 18-inch cylinders.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
18-inch cylinders and over.....					4.25	4.25	2.55	2.70	.00	.0	.15	5.9

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

CHICAGO, ST. PAUL, MINNEAPOLIS & OMAHA RY.—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
		1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class B4, 0000o>.....	11	11	80	80	.....	.....	.....	.....	.....	.....	.....	.....
Freight—												
22-inch cylinders					\$5.20	\$5.20	\$3.30	\$3.30	\$0.00	0.0	\$0.00	0.0
25-inch cylinders					5.40	5.45	3.75	3.75	.05	.9	.00	.0
Class C2, 000o>.....	107	94	29	30	.....	.....	.....	.....	.....	.....	.....	.....
Passenger					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight—												
Under 18-inch cyl- inders					4.60	4.75	2.85	2.85	.15	3.3	.00	.0
18 to 21 inch cylin- ders					4.60	4.75	2.90	2.90	.15	3.3	.90	.0
Class C3, 000o>.....	164	163	62	62	.....	.....	.....	.....	.....	.....	.....	.....
Passenger—												
18 to 19 inch cylin- ders					4.50	4.50	2.80	2.80	.00	.0	.00	.0
20-inch cylinders					4.50	4.50	3.05	3.05	.00	.0	.00	.0
Freight—												
Under 18-inch cyl- inders					4.60	.....	2.85	.....	.....	.....	.....	.....
18 to 19 inch cylin- ders					4.95	4.95	3.10	3.10	.00	.0	.00	.0
20-inch cylinders					5.05	5.05	3.30	3.30	.00	.0	.00	.0
21 to 23 inch cylin- ders					5.20	5.20	3.30	3.30	.00	.0	.00	.0
Class E4, 00000o>.....	16	16	114	114	.....	.....	.....	.....	.....	.....	.....	.....
Freight					5.65	5.65	3.75	3.75	.00	.0	.00	.0
Class F2, 000o>.....	7	7	46	46	.....	.....	.....	.....	.....	.....	.....	.....
Passenger					4.40	4.40	2.80	2.80	.00	.0	.00	.0
Class F3, 0000o>.....	31	31	73	73	.....	.....	.....	.....	.....	.....	.....	.....
Passenger—												
21 to 23 inch cylin- ders					4.50	4.50	3.05	3.05	.00	.0	.00	.0
25-inch cylinders					4.65	4.65	3.10	3.10	.00	.0	.00	.0

COLORADO & SOUTHERN RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, 000>.....	23	19	62	64								
Switching.....												
Less than 140,000 pounds on drivers.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Over 140,000 pounds on drivers.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Class B3, 000o>.....	14	13	32	33								
Passenger (narrow gauge).....					4.20	4.20	2.40	2.40	.00	.0	.00	.0
Freight.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0
Class B4, 0000o>.....	105	7	109	62 86								
Coal.....												
Oil.....												
Freight (narrow gauge). 18 by 24 inch cylin- ders.....					4.94	4.94	3.07	3.07	.00	.0	.00	.0
21 by 28 inch cylin- ders.....					5.20	5.20	3.19	3.19	.00	.0	.00	.0
22 by 28 inch cylin- ders.....					5.30	5.30	3.55	3.55	.00	.0	.00	.0
22 by 28 inch cylin- ders.....					5.55	5.55	3.65	3.65	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

COLORADO & SOUTHERN RY.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class C2, 0000>.....	4	3	30	30	.....	.....	.....	.....	.....	.....	.....	.....
Passenger—												
17 by 24 inch cylin- ders.....					\$4.25	\$4.25	\$2.40	\$2.40	\$0.00	0.0	\$0.00	0.0
18 by 24 inch cylin- ders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class C3, 00000>:												
Coal.....	19	19	62	62								
Oil.....	4	4	54	54								
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class E4, 000000>.....	5	5	99	99								
Freight.....					5.55	5.55	3.75	3.75	.00	.0	.00	.0
Class E5, 0000000>:												
Freight.....		5				5.60		3.80				
Class F3, 000000>.....	5	5	77	77								
Passenger.....					4.60	4.60	3.75	3.75	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class B4, 00000>(oil)....	12	12	89	89								
Freight—												
22 by 28 inch cylin- ders.....					5.55	5.55	3.65	3.65	.00	.0	.00	.0

DAVENPORT, ROCK ISLAND & NORTH WESTERN RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>.....	3	2	32	32	\$4.00	\$4.25	\$2.50	\$2.70	\$0.25	6.3	\$0.20	8.0
Switching.....												
Class A3, 000>.....	8	9	38	44	4.00	4.25	2.50	2.70	.25	6.3	.20	8.0
Switching.....												
Class C2, 0000>.....	1	1	26	26	4.20	4.75	2.65	2.75	.55	13.1	.10	3.8
Work train.....												

DENVER & RIO GRANDE R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, 000>.....	16	16	70	70	\$4.25	\$4.40	\$2.70	\$2.75	\$0.15	3.5	\$0.05	1.9
Switching.....												
Class A4, 0000>.....	9	9	30	31	4.25	4.25	2.70	2.70	.00	.0	.00	.0
Switching.....												
Class A6, 000000>.....	5	7	89	66	4.25	4.25	2.70	2.70	.00	.0	.00	.0
Switching.....												
Class B3, 0000>.....	32	32	50	50	4.25	4.25	2.70	2.70	.00	.0	.00	.0
Switching.....												
Freight.....					5.31	5.31	3.50	3.50	.00	.0	.00	.0
Class B4, 00000>.....	340	340	62	62								
Freight—												
117,500 pounds on drivers.....					5.31	5.31	3.60	3.60	.00	.0	.00	.0
194,000 pounds or over on drivers.....					5.54	5.54	3.75	3.75	.00	.0	.00	.0
Class C3, 00000>.....	156	156	53	53								
Passenger—												
Colorado lines.....					4.60	4.60	3.10	3.10	.00	.0	.00	.0
Utah lines.....					4.60	4.60	3.00	3.00	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

DENVER & RIO GRANDE R. R.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class E4, oOOOOo>.....	29	29	78	78	\$5.54	\$5.54	\$3.75	\$3.75	\$0.00	0.0	\$0.00	0.0
Freight.....												
Class F3, oOOOOo>.....	6	6	80	80	4.60	4.60	3.10	3.10	.00	.0	.00	.0
Passenger.....												
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class E6, oOOOOOOo>...	8	8	148	148								
Freight.....					6.54	6.54	4.00	4.25	.00	.0	.25	6.3
Class E8, oOOOOOOOOo>...	16	16	197	197								
Freight.....					6.54	6.54	4.00	4.25	.00	.0	.25	6.3

DULUTH, SOUTH SHORE & ATLANTIC RY.

SINGLE-EXPANSION LOCO-MOTIVES.											
Class A2, 00> Switching	2		29								
Class A3, 000> Switching	5	4	37	36	\$4.00		\$2.40				
Class B3, 0000o> Freight	32	29	40	40	4.00	\$4.25	2.40	\$2.70	\$0.25	6.3	\$0.30
Class B4, 00000o> Freight	21	21	79	79	4.80	4.80	3.00	3.00	.00	.0	.00
Class C2, 000o> Passenger	22	21	27	27	5.30	5.30	3.25	3.25	.00	.0	.00
Class C3, 0000o> Passenger	5	5	50	50	4.40	4.40	2.65	2.65	.00	.0	.00
Class F3, 00000o> Switching					4.40	4.40	2.65	2.65	.00	.0	.00
Class F3, 00000o> Passenger	5	5	59	57		4.25		2.70			
					4.40	4.40	2.65	2.65	.00	.0	.00

EL PASO & SOUTHWESTERN CO.

SINGLE-EXPANSION LOCO-MOTIVES.											
Class A3, 000>.....	17	17	72	77							
Switching.....					\$4.67	\$4.67	\$3.25	\$3.25	\$0.00	0.0	\$0.00
Class A4, 0000>.....	1	1	67	67							
Switching.....					4.67	4.67	3.25	3.25	.00	.0	.00
Class B3, 0000>.....	1	1	30	30							
Mixed.....					7.07	7.07	4.47	4.47	.00	.0	.00
Class B4, 00000>.....											
Oil.....	2	2	63	62							
Coal.....	90	90	85	85							
Oil, mixed.....					5.68	5.68	3.82	3.82	.00	.0	.00
Coal.....											
Freight.....					5.33	5.33	3.75	3.75	.00	.0	.00
Mixed.....					5.68	5.68	3.82	3.82	.00	.0	.00
Switching.....					4.67	4.67	3.25	3.25	.00	.0	.00
Class B5, 000000>.....	3	3	100	100							
Freight.....					5.60	5.60	3.95	3.95	.00	.0	.00
Class C3, 00000>.....	14	14	60	60							
Passenger.....					4.40	4.40	3.10	3.10	.00	.0	.00
Mixed.....					5.33	5.33	3.75	3.75	.00	.0	.00
Class E3, 00000>.....	6	6	69	69							
Passenger.....					4.40	4.40	3.10	3.10	.00	.0	.00
Class E4, 000000>.....	5	5	121	121							
Freight.....					5.85	5.85	3.75	3.75	.00	.0	.00
Class F3, 000000>.....	16	16	77	77							
Passenger.....					4.53	4.53	3.10	3.10	.00	.0	.00

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

FORT WORTH & DENVER CITY RY.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO-MOTIVES.												
Class A3, 000>.....	12	12	69	69								
Switching—												
First-class yards.....					\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Second-class yards.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class B3, 000o>.....	6	6	39	39								
Through freight.....					5.05	5.05	3.05	3.05	.00	.0	.00	.0
Local freight.....					5.55	5.55	3.25	3.25	.00	.0	.00	.0
Class B4, 0000o>.....	43	43	81	79								
19 by 20 inch cylinders—												
Through freight.....					5.30	5.30	3.40	3.40	.00	.0	.00	.0
Local freight.....					5.80	5.80	3.60	3.70	.00	.0	.10	2.8
14 by 22 inch cylinders—												
Through freight.....					5.45	5.45	3.60	3.60	.00	.0	.00	.0
Local freight.....					5.95	5.95	3.80	3.90	.00	.0	.10	2.6
Class C2, 000o>.....	9	3	30	30								
Passenger.....					4.40	4.40	2.50	2.50	.00	.0	.00	.0
Class C3, 0000o>.....	13	13	66	66								
Passenger.....					4.40	4.40	2.70	2.70	.00	.0	.00	.0
Class E4, o0000o> (oil).....		10		99								
Through freight.....						5.45		3.60				
Class F3, o0000o>.....	5	5	77	77								
Passenger.....					4.40	4.40	3.75	3.75	.00	.0	.00	.0

FORT WORTH & RIO GRANDE R. R.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class B3, 000o>.....	9	9	49	50								
Freight.....					\$5.00	\$5.00	\$3.10	\$3.10	\$0.00	0.0	\$0.00	00.0
Class C2, 000o>.....	4	4	28	28								
Passenger—												
Under 18-inch cyl- inders.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
18-inch cylinders or over.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0

FORT WORTH BELT RY.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A2, 00>.....	4	4	40	40								
Switching.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Class A3, 000>.....	3	3	56	56								
Switching.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0

GALVESTON, HARRISBURG & SAN ANTONIO RY.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A2, 00> (oil).....	1	1	29	29								
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

GALVESTON, HARRISBURG & SAN ANTONIO RY.—Continued.

Class	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.												
Class A3, 000>:												
Oil.....	26	27	63	63								
Coal.....	3	2	52	45								
Oil burners, switching—												
First-class yards.....					\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Coal burners, switching—												
First-class yards.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class B3, 000o>:												
Oil.....	54	56	64	64								
Coal.....	1	1	56	56								
Freight, class B engines (oil and coal)—												
Between Valentine and Sanderson.....					5.21	5.21			.00	.0		
Between Sanderson and Del Rio.....					5.69	5.69			.00	.0		
All other divisions.....					5.13	5.13			.00	.0		
Freight, class C engines (oil)—												
Valentine and Sanderson.....					5.43	5.43			.00	.0		
Sanderson and Del Rio.....					5.94	5.94			.00	.0		
All other divisions.....					5.35	5.35			.00	.0		
Freight, class B (coal burners)—												
Houston and Glidden.....							3.03	3.03			.00	.0
Victoria division.....							3.03	3.03			.00	.0
Del Rio and Glidden.....							3.14	3.14			.00	.0
El Paso and Valentine.....							3.24	3.24			.00	.0
Valentine and Sanderson.....							3.35	3.35			.00	.0
Sanderson and Del Rio.....							3.55	3.55			.00	.0
Freight, class B (oil burners)—												
Houston and Glidden.....							2.88	2.88			.00	.0
Victoria division.....							2.88	2.88			.00	.0
Del Rio and Glidden.....							2.99	2.99			.00	.0
El Paso and Valentine.....							3.09	3.09			.00	.0
Valentine and Sanderson.....							3.20	3.20			.00	.0
Sanderson and Del Rio.....							3.40	3.40			.00	.0
Freight, class C (oil burners)—												
Houston and Glidden.....							3.01	3.01			.00	.0
Victoria division.....							3.01	3.01			.00	.0
Del Rio and Glidden.....							3.12	3.12			.00	.0
El Paso and Valentine.....							3.23	3.23			.00	.0
Valentine and Sanderson.....							3.34	3.34			.00	.0
Sanderson and Del Rio.....							3.55	3.55			.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

GALVESTON, HARRISBURG & SAN ANTONIO RY. CO.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
		1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO-MOTIVES—continued.												
Class B4, 0000o> (oil)...	48	48	94	94								
Freight, class C en-gines—												
Valentine and San-derson					\$5.43	\$5.43			\$0.00	0.0		
Sanderson and Del Rio					5.94	5.94			.00	.0		
All other divisions.					5.35	5.35			.00	.0		
Freight, class C en-gines—												
Houston and Glid-den							\$3.01	\$3.30			\$0.29	9.6
Victoria division							3.01	3.30			.29	9.6
Del Rio and San-derson							3.12	3.30			.18	5.8
El Paso and Valen-tine							3.23	3.30			.07	2.2
Valentine and San-derson							3.34	3.34			.00	.0
Sanderson and Del Rio							3.55	3.55			.00	.0
Class C2, 000o>:												
Oil	30	30	32	32								
Coal	9	8	25	25								
Branch, mixed—												
Clinton Branch					4.65	4.65			.00	.0		
Gonzales Branch					4.40	4.40			.00	.0		
Port Lavaca Branch					4.40	4.40			.00	.0		
Wharton-Palacios Branch					4.40	4.40			.00	.0		
Hawkinsville Branch					4.40	4.40			.00	.0		
La Grange Branch					4.80	4.80			.00	.0		
Beeville Branch					4.80	4.80			.00	.0		
Port Lavaca-Cuero run					4.80	4.80			.00	.0		
Branch, passenger—												
Less than 18-inch cylinders					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
18-inch cylinders and over					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Passenger					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Branch, mixed—												
Eagle Pass Branch—												
Oil							2.82	2.82			.00	.0
Coal							2.96	2.96			.00	.0
Gonzales Branch—												
Oil							2.40	2.40			.00	.0
Coal							2.55	2.55			.00	.0
La Grange Branch—												
Oil							2.48	2.48			.00	.0
Coal							2.63	2.63			.00	.0
Port Lavaca Branch—												
Oil							2.40	2.40			.00	.0
Coal							2.55	2.55			.00	.0
Beeville-Victoria—												
Oil							2.72	2.72			.00	.0
Coal							2.86	2.86			.00	.0
Wharton-Palacios Branch—												
Oil							2.60	2.60			.00	.0
Coal							2.75	2.75			.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

GALVESTON, HARRISBURG & SAN ANTONIO RY. CO.—Continued.

Class.	Num-ber.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.												
Class C2, 0000>—Contd.												
Branch, mixed—Contd.												
Hawkinsville Branch—												
Oil.....							\$2.40	\$2.40			\$0.00	0.0
Coal.....							2.55	2.55			.00	.0
Clinton Branch—												
Oil.....							2.47	2.47			.00	.0
Coal.....							2.62	2.62			.00	.0
Class C3, 00000>:												
Oil.....	66	66	51	51								
Coal.....	25	25	42	42								
Branch, freight—												
La Grange Branch—												
Oil.....					\$4.80	\$4.80	2.60	2.85	\$0.00	0.0	.25	9.6
Coal.....					4.80	4.80	2.75	3.00	.00	.0	.25	9.1
Wharton-Bay City runs					4.80	4.85	2.75	2.75	.05	1.0	.00	.0
Victoria Division, locals—												
Oil.....					4.80	4.90	2.65	2.85	.10	2.1	.20	7.5
Coal.....					4.80	4.90	2.75	3.00	.10	2.1	.25	9.1
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class E4, 000000> (oil).....												
Freight—	22	22	105	105								
Sanderson and Del Rio					5.94	5.94	3.55	3.55	.00	.0	.00	.0
All other divisions..					5.35	5.45	3.23	3.55	.10	1.9	.32	10.0
Class F2, 00000> (oil).....												
Passenger—	1	2	51	53								
Less than 110,000 pounds on drivers					4.40	4.40	2.65	2.65	.00	.0	.00	.0
110,000 to 140,000 pounds on drivers					4.40	4.60	2.65	2.78	.20	4.5	.13	4.9
Class F3, 000000> (oil)....												
Passenger.....	12	12	86	86	4.80	4.80	2.90	2.90	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class B3, 0000>.....												
Freight, class B (oil burners).....	9	7	76	75	5.35	5.35	3.01	3.05	.00	.0	.04	1.3
Class E6, 00000000>.....												
Freight—	12	12	149	133								
El Paso and Valentine					6.10	6.10	4.00	4.00	.00	.0	.00	.0
Valentine and Sanderson					6.10	6.10	4.00	4.00	.00	.0	.00	.0
Sanderson and Del Rio					6.69	6.69	4.00	4.00	.00	.0	.00	.0
Class F2, 00000> (oil).....												
Passenger—	5	5	53	53								
Less than 110,000 pounds on drivers					4.40	4.40	2.65	2.65	.00	.0	.00	.0
110,000 to 140,000 pounds on drivers					4.60	4.60	2.78	2.78	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

GREAT NORTHERN RY.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES.												
Class A3, 000>:												
Oil.....	8	8	59	62								
Coal.....	111	111	62	62								
Switching—												
Oil, first-class yards.					\$4.25	\$4.25	\$2.35	\$2.55	\$0.00	0.0	\$0.20	8.5
Coal, first-class yards.					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class A4, <0000>, elec- tric.....	4	4	114	114								
Helper.....					4.90	4.90	3.30	3.30	.00	.0	.00	.0
Class B2, 000>, oil motor car.....	1	1	23	23								
Passenger.....					4.40	4.40			.00	.0		
Class B3, 0000>:												
Oil.....	77	7	11	39								
Coal.....	99	55	46	39								
Freight—												
Coal burners—												
74,000 to 112,000 pounds on												
drivers.....					4.80	4.80	3.10	3.10	.00	.0	.00	.0
All others.....					5.05	5.05	3.30	3.30	.00	.0	.00	.0
Oil burners—												
74,000 to 112,000 pounds on												
drivers.....					4.80	4.80	2.95	2.95	.00	.0	.00	.0
All other en- gines.....					5.05	5.05	2.95	2.95	.00	.0	.00	.0
Switching—												
First-class yards.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.55	.25	6.3	.15	6.3
Switching (oil)—												
First-class yards.....					4.25	4.25	2.35	2.55	.00	.0	.20	8.5
Second-class yards.....					4.00	4.25	2.35	2.55	.25	6.3	.20	8.5
Class B4, 00000>:												
Oil.....	27	27	82	80								
Coal.....	227	177	82	80								
Freight—												
Oil.....					5.30	5.30	3.40	3.40	.00	.0	.00	.0
Coal.....					5.30	5.30	3.55	3.55	.00	.0	.00	.0
Class C2, 0000>:												
Oil.....	8	3	28	25								
Coal.....	139	108	26	25								
Passenger—												
Oil.....					4.40	4.40	2.40	2.40	.00	.0	.00	.0
Coal.....					4.40	4.40	2.55	2.55	.00	.0	.00	.0
Freight—												
Oil.....					4.80	4.80	2.80	2.80	.00	.0	.00	.0
Coal.....					4.80	4.80	2.95	2.95	.00	.0	.00	.0
Class C3, 00000>:												
Oil.....	41	6	68	55								
Coal.....	95	26	63	55								
Passenger—												
112,000 pounds or less on drivers.....					4.40	4.40			.00	.0		
Over 112,000 pounds on drivers.....					4.65	4.65			.00	.0		
77,000 pounds on drivers.....							2.85	2.85			.00	.0
All others.....							3.05	3.05			.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

GREAT NORTHERN RY.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.		
					Engineers.		Firemen.						
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.	
SINGLE-EXPANSION LOCO- MOTIVES—continued.													
Class C3, 00000>—Con.													
Freight—													
112,000 pounds or less on drivers.....													
					\$4.80	\$4.80			\$0.00	0.0			
Over 112,000 pounds on drivers.....													
					5.05	5.05			.00	.0			
Between 140,000 and 170,000 pounds on drivers.....													
							5.10						
77,000 pounds on drivers.....													
							\$3.10	\$3.10			\$0.00	0.0	
85,000, 120,000, and 134,000 pounds on drivers.....													
							3.30	3.30			.00	.0	
130,000 pounds on drivers.....													
							3.55	3.55			.00	.0	
155,000 pounds on drivers.....													
							3.75	3.75			.00	.0	
Class C4, 000000>:													
Oil.....													
14	14	71	73										
87	86	73	73										
Coal.....													
Freight—													
Oil.....													
					5.30	5.30	3.40	3.40	.00	.0	.00	.0	
Coal.....													
					5.30	5.30	3.55	3.55	.00	.0	.00	.0	
Class E3, 00000>.....													
135	133	75	76										
Freight.....													
					5.30	5.30	3.55	3.55	.00	.0	.00	.0	
Class E4, 000000>:													
Oil.....													
2	5	110	110										
68	65	110	110										
Coal.....													
Freight.....													
86	86	96	76			5.55	5.55	3.75	3.75	.00	.0	.00	.0
Passenger.....													
					4.65	4.65	3.05	3.05	.00	.0	.00	.0	
Class F4, 0000000>:													
Oil.....													
5	5	110	110										
10	10	110	110										
Coal.....													
Passenger.....													
					5.15	5.15	3.30	3.75	.00	.0	.45	13.6	
FOUR-CYLINDER COMPOUND LOCOMOTIVES.													
Class B7, 0000-0000> (Mallet).....													
36	36	175	175										
Freight.....													
					6.30	6.50	4.00	4.25	.20	3.2	.25	6.3	
Class B8, 000000000> (Mallet):.....													
Oil.....													
8	8	210	210										
17	17	210	210										
Coal.....													
Freight.....													
					6.30	6.50	4.00	4.25	.20	3.2	.25	6.3	
Class E6, 00000000> (Mallet):.....													
Oil.....													
29	19	147	158										
38	3	128	158										
Coal.....													
Freight.....													
					6.30	6.50	4.00	4.25	.20	3.2	.25	6.3	
Class F2, 00000>.....													
Passenger.....													
					4.65	4.65	3.05	3.05	.00	.0	.00	.0	

HOUSTON & TEXAS CENTRAL R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>	1		30									
Switching—												
First-class yards.					\$4.25		\$2.50					
Second-class yards.					4.00		2.40					

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

HOUSTON & TEXAS CENTRAL R. R.—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class A3, 000>:												
Oil.....	17	23	62 60	61								
Coal.....	4											
Switching—												
First-class yards.....					\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class B3, 000o>:												
Oil.....	6	7	76	76								
Coal.....	16	12	74	75								
Freight, oil and coal—												
Houston to Hearne.....					4.88	5.10			.22	4.5		
Hearne to Ennis.....					5.31	5.31			.00	.0		
Ennis to Dennison.....					5.16	5.16			.00	.0		
Hempstead to Aus- tin.....					5.23	5.23			.00	.0		
Austin to Llano.....					4.98	5.10			.12	2.4		
Houston and Hemp- stead, round trip.....					5.15	5.15			.00	.0		
Hearne and Hemp- stead, round trip.....					4.98	5.10			.12	2.4		
Hearne and Hock- ley, round trip.....					4.98	5.10			.12	2.4		
Ennis and Bremond, round trip.....					5.31	5.31			.00	.0		
Ennis, Corsicana, and Dallas, round trip.....					5.22	5.22			.00	.0		
Ennis and Fort Worth, round trip.....					5.27	5.27			.00	.0		
Bremond and Waco Hempstead and Ledbetter Turn.....					5.14	5.14			.00	.0		
Hempstead and Giddings, round trip.....					5.23	5.23			.00	.0		
Freight—					5.23	5.23			.00	.0		
Oil.....							2.85	3.05			.20	7.0
Coal.....							3.00	3.20			.20	6.7
Class B4, 0000o> (oil)...	2	2	94	94								
Freight—												
Houston to Hearne.....					4.88	5.30			.42	8.6		
Hearne to Ennis.....					5.31	5.31			.00	0.0		
Ennis to Dennison.....					5.16	5.30			.14	2.7		
Hempstead to Aus- tin.....					5.23	5.30			.07	1.3		
Austin to Llano.....					4.98	5.30			.32	6.4		
Houston and Hemp- stead, round trip.....					5.15	5.30			.15	2.9		
Hearne and Hemp- stead, round trip.....					4.98	5.30			.32	6.4		
Ennis and Bremond, round trip.....					5.31	5.31			.00	0.0		
Ennis, Corsicana, and Dallas, round trip.....					5.22	5.30			.08	1.5		
Ennis and Fort Worth, round trip.....					5.27	5.30			.03	0.6		
Bremond and Waco Hempstead and Ledbetter Turn.....					5.14	5.30			.16	3.1		
Hempstead and Gid- dings, round trip.....					5.23	5.30			.07	1.3		
Freight.....					5.23	5.30	2.85	3.30	.07	1.3	.45	15.8

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

HOUSTON & TEXAS CENTRAL R. R.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.												
Class C2, 0000>:												
Oil.....	14	14	35	35								
Coal.....	2	3	27	27								
Branch passenger, oil.....					\$4.40	\$4.40	\$2.65	\$2.65	\$0.00	0.0	\$0.00	0.0
Passenger, oil—												
Cylinders less than 18 inches.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
Cylinders 18 inches and over.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Branch passenger, coal.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class C3, 0000>:												
Oil.....	32	40	47	47								
Coal.....	12	8	45	39								
Branch freight, oil—												
Lampasas branch.....					4.80	4.80	2.75	2.75	.00	.0	.00	.0
Waxahachie short run.....					4.80	4.80	2.75	2.75	.00	.0	.00	.0
Fort Worth branch.....					4.80	4.80	2.75	2.75	.00	.0	.00	.0
Hearne-Stone City run.....					4.80	4.80	2.75	2.75	.00	.0	.00	.0
Waco branch.....					4.90	4.90	2.85	2.85	.00	.0	.00	.0
Austin branch.....					4.90	4.90	2.85	2.85	.00	.0	.00	.0
Dalsa line.....					4.90	4.90	2.85	2.85	.00	.0	.00	.0
Freight, oil.....					4.90	4.90	2.85	2.85	.00	.0	.00	.0
Branch freight, coal—												
Lampasas branch.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0
Waxahachie branch.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0
Fort Worth branch.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0
Hearne-Stone City run.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0
Waco branch.....					4.90	4.90	3.00	3.00	.00	.0	.00	.0
Austin branch.....					4.90	4.90	3.00	3.00	.00	.0	.00	.0
Dalsa line.....					4.90	4.90	3.00	3.00	.00	.0	.00	.0

HOUSTON EAST & WEST TEXAS RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class C2, 0000> (oil).....	2	2	32	32								
Passenger—												
Cylinders under 18 inches in diameter.....					\$4.15	\$4.30	\$2.40	\$2.50	\$0.15	3.6	\$0.10	4.2
Cylinders 18 inches and over in diameter.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class C3, 0000>:												
Oil.....	13	13	46	46								
Coal.....	1	1	33	34								
Freight—												
Oil.....					4.90	4.90	2.77	2.77	.00	.0	.00	.0
Coal.....					4.90	4.90	2.92	2.92	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ILLINOIS CENTRAL R. R.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, OO>.....	16	15	34	36								
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class A3, OOO>.....	189	212	69	65								
Switching—												
First-class yards.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class B3, OOOo>.....	255	225	52	54								
Freight—												
19-inch cylinders.....					5.05	5.05	3.05	3.05	.00	.0	.00	.0
18-inch cylinders.....					4.90	4.90	2.95	2.95	.00	.0	.00	.0
20-inch cylinders.....					5.15	5.15	3.20	3.20	.00	.0	.00	.0
Class B4, OOOOo>.....	353	353	86	86								
Freight—												
20 by 24 inch cylinders.....					5.15	5.30	3.20	3.45	.15	2.9	.25	7.8
21 by 24 inch cylinders.....					5.15	5.30	3.20	3.45	.15	2.9	.25	7.8
22 by 26 inch cylinders.....					5.15	5.40	3.45	3.45	.25	4.9	.00	.0
23 by 30 inch cylinders.....					5.15	5.40	3.31	3.45	.25	4.9	.14	4.2
Mikado.....					5.40	5.45	3.75	3.75	.05	.9	.00	.0
Class C2, OOOo>.....	107	83	41	35								
Passenger—												
Less than 18-inch cylinders.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
18-inch cylinders and over.....					4.40	4.40	2.70	2.70	.00	.0	.00	.0
Class C3, OOOOo>.....	148	137	57	56								
Passenger—					4.40	4.40	2.75	2.75	.00	.0	.00	.0
Freight—												
19 by 24 inch cylinders.....					4.90	4.90	3.05	3.05	.00	.0	.00	.0
19 by 26 inch cylinders.....					5.05	5.05	3.05	3.05	.00	.0	.00	.0
20 by 28 inch cylinders.....					5.15	5.15	3.20	3.20	.00	.0	.00	.0
Class C4, OOOOo>.....	1	1	91	91								
Freight.....					5.40	5.40	3.31	3.45	.00	.0	.14	4.2
Class E4, oOOOo>.....	200	250	109	109								
Freight.....					5.40	5.45	3.75	3.75	.05	.9	.00	.0
Class F2, oOOo>.....	26	26	51	51								
Passenger—												
20 by 28 inch cylinders.....					4.40		2.80					
Less than 80,000 pound drivers.....					4.40	4.40	2.80	2.80	.00	.0	.00	.0
80,000 to 100,000 pound drivers.....					4.40	4.40	2.80	2.80	.00	.0	.00	.0
100,000 to 140,000 pound drivers.....					4.40	4.40	2.80	2.80	.00	.0	.00	.0
Class F3, oOOOo>.....	109	109	75	75								
Passenger—												
20-inch cylinders.....					4.40	4.40	2.80	2.85	.00	.0	.05	1.8
25 and 22½ inch cylinders.....					4.40	4.40	2.85	2.85	.00	.0	.00	.0
Class H2, ooOOo>.....	21	21	28	28								
Passenger, 16 by 22 inch cylinders—												
Less than 80,000 pounds on drivers.....					4.15	4.30	2.45	2.50	.15	3.6	.05	2.0
80,000 to 100,000 pounds on drivers.....					4.15	4.30	2.45	2.70	.15	3.6	.25	10.2

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ILLINOIS CENTRAL R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.												
Class H3, 000000>.....	6	5	37	43								
Passenger, 18 by 22 inch cylinders—												
Less than 80,000 pounds on drivers.....					\$4.40	\$4.40	\$2.70	\$2.70	\$0.00	0.0	\$0.00	0.0
80,000 to 100,000 pounds on drivers.....					4.40	4.40	2.70	2.80	.00	.0	.10	3.7
Class I3, 0000000>.....	7	7	33	38								
Passenger, 18 by 24 inch cylinders—												
Less than 80,000 pounds on drivers.....					4.40	4.40	2.70	2.70	.00	.0	.00	.0
80,000 to 100,000 pounds on drivers.....					4.40	4.40	2.70	2.70	.00	.0	.00	.0
Class K2, 000000>.....	10	10	36	36								
Passenger, 17 by 24 inch cylinders—												
Less than 80,000 pounds on drivers.....					4.15	4.30	2.45	2.50	.15	3.6	.05	2.0
80,000 to 100,000 pounds on drivers.....					4.15	4.30	2.45	2.70	.15	3.6	.25	10.2

INTERNATIONAL & GREAT NORTHERN RY.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A3, 000> (oil).....	1	1	67	67								
Switching.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Class B4, 00000> (oil).....	23	23	92	92								
Freight—												
Through.....					5.40	5.40	3.50	3.50	.00	.0	.00	.0
Local.....					5.75	5.75	3.60	3.80	.00	.0	.20	5.6
Class C2, 0000>:												
Oil.....	5	5	27	27								
Coal.....	23	23	31	32								
Passenger, oil burners—												
Less than 100,000 pounds on drivers.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
100,000 and less than 170,000 pounds on drivers.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight, coal burners—												
Through.....					4.95	4.95	3.00	3.00	.00	.0	.00	.0
Local.....					5.30	5.30	3.35	3.35	.00	.0	.00	.0
Freight, oil burners—												
Through.....					4.95	4.95	2.85	2.85	.00	.0	.00	.0
Local.....					5.30	5.30	3.20	3.20	.00	.0	.00	.0
Switching.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class C3, 00000>:												
Oil.....	115	115	57	57								
Coal.....	17	17	51	51								
Passenger, coal burners—					4.40		2.65					
Engines 18 and 19 inch cylinders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Engines with 20-inch cylinders.....					4.40	4.40	2.80	2.80	.00	.0	.00	.0
Freight, coal burners—												
Through.....					5.05	5.05	3.00	3.15	.00	.0	.15	5.0
Local.....					5.30	5.35	3.20	3.45	.05	.9	.25	7.8

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

INTERNATIONAL & GREAT NORTHERN RY.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO-MOTIVES—continued.												
Class C3, 0000c>—Con.												
Freight, oil burners—												
Engines 100,000 and less than 140,000 pounds on drivers—												
Through.....					\$5.05	\$5.05	\$3.00	\$3.00	\$0.00	0.0	\$0.00	0.0
Local.....					5.30	5.35	3.20	3.30	.05	.9	.10	3.1
Engines 80,000 and less than 100,000 pounds on drivers—												
Through.....					5.05	5.05	2.85	2.85	.00	.0	.00	.0
Local.....					5.30	5.35	3.20	3.20	.05	.9		
Engines 140,000 and less than 170,000 pounds on drivers—												
Through.....					5.20	5.20	3.20	3.20	.00	.0	.00	.0
Local.....					5.55	5.55	3.45	3.50	.00	.0	.05	1.4
Switching.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0

KANSAS CITY, CLINTON & SPRINGFIELD RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class C2, 0000>.....	12	12	26	26								
Passenger.....					\$4.15	\$4.30	\$2.40	\$2.50	\$0.15	3.6	\$0.10	4.2
Freight.....					5.00	5.00	2.95	2.95	.00	.0	.00	.0

KANSAS CITY SOUTHERN RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, 0000>:												
Oil.....	7	7	59	59								
Coal.....	29	28	62	65								
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class B3, 0000>.....	1		50									
Through freight.....					4.80		3.05					
Local freight.....					4.80		3.15					
Class B4, 00000>:												
Oil.....	24	24	90	91								
Coal.....	58	58	94	94								
Helper.....					4.40							
Through freight.....					5.65	5.65			.00	.0		
Local freight.....						5.65						
Oil burners—												
21 by 30 inch cylinders—												
Through freight.....							3.06	3.06			.00	.0
Local freight.....							3.14	3.14			.00	.0
22 by 30 inch cylinders—												
Through freight.....							3.06	3.06			.00	.0
Local freight.....							3.15	3.15			.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

KANSAS CITY SOUTHERN RY.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class B4, 0000o>—Con.												
Coal burners—												
21 by 30 inch cylin- ders—												
Through freight							\$3.35	\$3.35			\$0.00	0.0
Local freight							3.45	3.45			.00	.0
22 by 28 inch cylin- ders—												
Through freight							3.40	3.40			.00	.0
Local freight							3.50	3.50			.00	.0
22 by 30 inch cylin- ders—												
Through freight							3.45					
Local freight							3.55					
Class C2, 000o> (oil)	7	6	35	36								
Passenger—												
Less than 18-inch cylinders					\$4.15	\$4.30	2.40	2.50	\$0.15	3.6	.10	4.2
18-inch cylinders and over					4.40		2.65					
Class C3, 000o>:												
Oil	33	33	55	56								
Coal	13	13	54	54								
Passenger—												
Less than 18-inch cylinders					4.15	4.15	2.65	2.65	.00	.0	.00	.0
18-inch cylinders and over					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight—Coal burners. helper					4.40							
19 by 24 inch cylin- ders—												
Through					5.05	5.05	3.05	3.05	.00	.0	.00	.0
Local					5.30	5.30	3.15	3.15	.00	.0	.00	.0
20 by 26 inch cylin- ders—												
Through					5.05	5.05	3.20	3.20	.00	.0	.00	.0
Local					5.30	5.30	3.30	3.30	.00	.0	.00	.0
Freight, oil burners—												
Through					5.05	5.05	2.90	2.90	.00	.0	.00	.0
Local					5.30	5.30	3.00	3.00	.00	.0	.00	.0
Class F3, 0000o>	8	8	80	80								
Passenger					5.40	5.40	2.80	2.80	.00	.0	.00	.0
Class H2, 000o>	1	1	29	29								
Passenger					4.15	4.30	2.40	2.50	.45	3.6	.10	4.2
Class 000000—Shay(oil). Switching	2	2	120	120								
					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class A6, 000000>(Mal- let):												
Oil	7	8	176	176								
Coal	5	4	176	176								
Through freight					6.40	6.50	4.00	4.25	.10	1.6	.25	6.3
Local freight					6.65	6.65	4.00	4.25	.00	.0	.25	6.3

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

KANSAS CITY TERMINAL RY.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES.												
Class A2, OO>.....	1	1	40	40								
Switching.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Class A3, OOO>:												
Oil.....	28	28	80	70								
Coal.....	2	2	41	45								
Switching—												
Less than 140,000 pounds on drivers.					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
140,000 pounds and over on drivers.					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Class A4, OOOO> (oil).....	2	2	93	85								
Switching.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0

LOUISIANA & ARKANSAS RY.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class B3, OOOo>	1		42									
Local freight					\$5.65		\$3.10					
Through freight					5.10		2.95					
Work					4.90		2.85					
Class B4, OOOOo>	1	1	57	57								
Yard					4.20	\$4.25	2.60	\$2.70	\$0.05	1.2	\$0.10	3.8
Local freight					5.65	5.65	3.10	3.50	.00	.0	.40	12.9
Through freight					5.40	5.40	3.20	3.20	.00	.0	.00	.0
Work					4.90	4.90	2.85	3.20	.00	.0	.35	12.3
Class C2, OOOo>	8	8	33	33								
Passenger—												
Less than 80,000												
pounds on drivers					3.65	4.30	2.15	2.50	.65	17.8	.35	16.3
80,000 to 100,000												
pounds on drivers					3.65	4.30	2.15	2.55	.65	17.8	.40	18.6
Class C3, OOOOo>	22	22	61	61								
Passenger					3.65	4.40	2.15	2.60	.75	20.5	.45	20.9
Yard					4.20	4.25	2.60	2.70	.05	1.2	.10	3.8
Local freight					5.65	5.65	3.10	3.50	.00	.0	.40	12.9
Through freight—												
Less than 140,000												
pounds on drivers					5.40	5.40	3.20	3.20	.00	.0	.00	.0
140,000 pounds and												
over on drivers.					5.40	5.40	3.20	3.25	.00	.0	.05	1.6
Work—												
Less than 140,000												
pounds on drivers					4.90	4.90	2.85	3.20	.00	.0	.35	12.3
140,000 pounds and												
over on drivers.					4.90	4.90	2.85	3.25	.00	.0	.40	14.0

LOUISIANA WESTERN R. R.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A2, OO> (oil)	1		26									
Switching—												
First-class yards					\$4.25		\$2.50					
Second-class yards					4.00		2.40					

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

LOUISIANA WESTERN R. R.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO-MOTIVES—continued.												
Class A3, 000>:												
Oil.....	11	12	66	66	.....	.....	.....	.....	.....	.....	.....	.....
Coal.....	2	2	66	66	.....	.....	.....	.....	.....	.....	.....	.....
Oil (switching)—												
First-class yards....					\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Second-class yards....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Coal (switching)—												
First-class yards....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Second-class yards....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class B3, 0000> (oil)....	5	5	76	76								
Freight.....					5.35	5.35	3.01	3.05	.00	.0	.04	1.3
Class C2, 0000>:												
Oil.....	8	8	36	36								
Coal.....	8	8	28	28								
Oil—												
Branch, mixed.....					4.80	4.80	2.65	2.65	.00	.0	.00	.0
Passenger.....					4.40	4.40	2.40	2.50	.00	.0	.10	4.2
Coal, branch, mixed—												
Lacassine branch.....					4.40	4.40	2.72	2.72	.00	.0	.00	.0
Mamou branch.....					4.80	4.80	2.80	2.80	.00	.0	.00	.0
Eunice-New Iberia branch.....					4.80	4.80	2.80	2.80	.00	.0	.00	.0
Class F2, 00000> (oil)....	1	1	52	53								
Passenger.....					4.60	4.60	2.78	2.78	.00	.0	.00	.0
Class F3, 000000> (oil)....	3	3	71	71								
Passenger.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0

MINNEAPOLIS, ST. PAUL & SAULT STE. MARIE RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>.....	9	9	37	32								
Switching—												
First class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class A3, 000>.....	43	43	58	60								
Switching—												
Over 140,000 pounds on drivers.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Less than 140,000 pounds on drivers.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class B3, 0000>.....	35	35	44	56								
Through freight—												
Chicago division.....					4.90	4.90	3.10	3.10	.00	.0	.00	.0
All other divisions.....					4.90	4.90	3.05	3.10	.00	.0	.05	1.6
Local freight.....						5.20		3.40				
Class B4, 00000>.....	71	71	89	81								
Through freight—												
Chicago division.....					5.05	5.05	3.20	3.30	.00	.0	.10	3.1
All other divisions.....					5.05	5.05	3.20	3.30	.00	.0	.10	3.1
Superheater engines.....					5.05	5.05	3.20	3.30	.00	.0	.10	3.1
Local freight.....						5.40		3.60				
Class B5, 000000>.....	1	1	95	95								
Through freight.....					5.55	5.55	3.45	3.75	.00	.0	.30	8.7
Local freight.....						5.85		4.05				
Class C2, 0000>.....	77	77	29	26								
Passenger—												
Chicago division.....					4.30	4.30	2.40	2.50	.00	.0	.10	4.2
All other divisions.....					4.30	4.30	2.50	2.50	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MINNEAPOLIS, ST. PAUL & SAULT STE. MARIE RY.—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class C3, 00000>.....	62	62	56	55								
Passenger—												
Chicago division.....					\$4.50	\$4.50	\$2.80	\$2.85	\$0.00	.0	\$0.05	1.8
All other divisions.....					4.90	4.90	3.10	3.10	.00	.0	.00	0.0
Class E4, 000000>.....	11	11	106	106								
Through freight—												
125,700 pounds on drivers.....					5.05	5.05	3.20	3.30	.00	.0	.10	3.1
290,500 pounds on drivers.....					5.55	5.55	3.75	3.75	.00	.0	.00	.0
Local freight—												
125,700 pounds on drivers.....						5.40		3.60				
290,500 pounds on drivers.....						5.85		4.05				
Class F2, 00000>.....	15	15	44	44								
Through freight.....					4.70	4.80	2.90	2.90	.10	2.1	.00	.0
Local freight.....						5.10		3.20				
Class F3, 000000>.....	56	56	72	71								
Passenger—												
Chicago division.....					4.50	4.50	2.65	2.85	.00	.0	.20	7.0
All other divisions.....					4.50	4.50	2.85	2.85	.00	.0	.00	.0
Superheater en- gines.....					4.65	4.65	3.75	3.75	.00	.0	.00	.0
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.												
Class B3, 0000>.....	65	65	63	56								
Through freight—												
Chicago division.....					4.90	5.05	3.20	3.30	.15	3.1	.10	3.1
All other divisions.....					4.90	5.05	3.20	3.30	.15	3.1	.10	3.1
Local freight.....						5.40		3.60				
Class B4, 00000>.....	78	78	74	81								
Through freight—												
Chicago division.....					5.30	5.30	3.30	3.40	.00	.0	.10	3.0
All other divisions.....					5.30	5.30	3.40	3.40	.00	.0	.00	.0
Superheater en- gines.....					5.30	5.30	3.75	3.75	.00	.0	.00	.0
Local freight.....						5.60		3.70				
Superheater en- gines.....								4.05				
Class C3, 00000>.....	5	5	48	55								
Passenger—												
Chicago division.....					4.50	4.55	2.85	2.85	.05	1.1	.00	.0
All other divisions.....					4.50	4.55	2.85	2.85	.05	1.1	.00	.0
Class E3, 00000>.....	10	10	65	65								
Through freight.....					5.05	5.05	3.20	3.30	.00	.0	.10	3.1
Local freight.....						5.40		3.60				

MINERAL RANGE R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>.....	1		31									
Switching.....					\$4.00		\$2.40					
Class A3, 000>.....	5	5	57	57								
Switching.....					4.00	\$4.25	2.40	\$2.70	\$0.25	6.3	\$0.30	12.5
Class B3, 0000>.....	5	7	38	38								
Freight.....					4.80	4.80	3.00	3.00	.00	.0	.00	.0
Class B4, 00000>.....	10	10	91	91								
Freight.....					5.30	5.30	3.25	3.25	.00	.0	.00	.0
Class C2, 0000>.....	4	4	24	24								
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class C3, 00000>.....	1	1	27	26								
Switching.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MISSOURI & NORTH ARKANSAS R. R.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES.												
Class B3, 0000>.....	4	4	51	43								
Passenger.....					\$4.28	\$4.40	\$2.60	\$2.60	\$0.12	2.8	\$0.00	0.0
Switching.....					4.13	4.25	2.45	2.70	.12	2.9	.25	10.2
Local freight.....					5.23	5.28	3.27	3.32	.05	1.0	.05	1.5
Through freight.....					4.98	4.98	3.02	3.02	.00	.0	.00	.0
Class B4, 00000>.....	5	5	84	84								
Local freight.....					5.38	5.40	3.54	3.59	.02	0.4	.05	1.4
Through freight.....					5.10	5.10	3.29	3.29	.00	.0	.00	.0
Switching.....						4.40		2.75				
Class C2, 0000>.....	5	5	33	31								
Local freight.....					5.23	5.28	3.27	3.32	.05	1.0	.05	1.5
Passenger.....					4.28	4.30	2.60	2.60	.02	0.5	.00	.0
Class C3, 00000>.....	6	6	55	55								
Passenger.....					4.28	4.40	2.60	2.60	.12	2.8	.00	.0
Local freight.....					5.23	5.28	3.27	3.32	.05	1.0	.05	1.5
Through freight.....					4.98	4.98	3.02	3.02	.00	.0	.00	.0
Switching.....						4.25		2.70				
Class E4, 000000>.....	7	7	81	81								
Work.....					4.30	5.10	2.70	3.29	.80	18.6	.59	21.9
Local freight.....					5.38	5.40	3.54	3.59	.02	.4	.05	1.4
Through freight.....					5.10	5.10	3.29	3.29	.00	.0	.00	.0

MISSOURI, KANSAS & TEXAS LINES.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A2, 00>.....	1	1	29	29								
Switching.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Class A3, 000>.....	35	35	71	71								
Switching—												
Less than 140,000 pounds on drivers.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Over 140,000 pounds on drivers.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Class B3, 0000>.....	323	298	58	59								
Freight—												
91,400 pounds on drivers.....					4.95	4.95		2.85	.00	.0		
68,000 to 100,000 pounds on drivers.....					5.05	5.05		2.85	.00	.0		
100,000 to 136,200 pounds on drivers.....					5.20	5.20		3.00	.00	.0		
Engines, 19-inch cyl- inders and under.....								3.10				
Engines, over 19- inch cylinders.....								3.20				
Class B4, 00000>.....	99	99	80	80								
Freight—												
103,000 to 137,600 pounds on drivers.....					5.20	5.20	3.25	3.25	.00	.0	.00	.0
143,200 to 157,000 pounds on drivers.....					5.40	5.40			.00	.0		
195,000 pounds on drivers.....					5.40	5.40			.00	.0		
143,200 pounds on drivers.....							3.30	3.30			.00	.0
157,000 pounds on drivers.....							3.40	3.40			.00	.0
195,000 pounds on drivers.....							3.55	3.55			.00	.0
147,300 pounds on drivers.....							3.75	3.75			.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MISSOURI, KANSAS & TEXAS LINES—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1194	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class C2, 0000>.....	40	40	30	30								
Passenger—												
Less than 80,000 pounds on drivers					\$4.15	\$4.30	\$2.40	\$2.50	\$0.15	3.6	\$0.10	4.2
80,000 to 100,000 pounds on drivers					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class C3, 00000>.....	82	91	56	56								
Passenger—												
Less than 80,000 pounds on drivers					4.30		2.50					
80,000 to 100,000 pounds on drivers					4.30		2.55					
100,000 to 140,000 pounds on drivers					4.40	4.40	2.65	2.65	.00	.0	.00	.0
140,000 pounds or over on drivers...					2.80							
Class E4, 000000>.....	40	70	109	107								
Freight, 200,000 to 250,000 pounds on drivers.....					5.40	5.45	3.75	3.75	.05	.9	.00	.0
Class F2, 00000>.....	7	7	36	36								
Passenger, less than 80,000 pounds on drivers.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class F3, 000000>.....	27	27	72	73								
Passenger, 140,000 to 170,000 pounds on drivers.....					4.40	4.40	2.80	2.80	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class C3, 00000>.....	2		61									
Passenger, 100,000 to 140,000 pounds on drivers.....					4.40		2.65					

MISSOURI PACIFIC RY.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A3, 000>.....	54	53	56	57	-----	-----	-----	-----	-----	-----	-----	-----
Switching—												
First-class yards...	-----	-----	-----	-----	\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Second-class yards.	-----	-----	-----	-----	4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class B3, 0000>.....	73	70	40	40	-----	-----	-----	-----	-----	-----	-----	-----
Through freight.....	-----	-----	-----	-----	5.05	5.05	3.10	3.10	.00	.0	.00	.0
Local freight.....	-----	-----	-----	-----	5.30	5.35	3.30	3.40	.05	.9	.10	3.0
Class B4, 00000>.....	206	206	80	80	-----	-----	-----	-----	-----	-----	-----	-----
Through freight—												
22 by 30 inch cylin- ders.....	-----	-----	-----	-----	5.30	5.30	3.55	3.55	.00	.0	.00	.0
19½ by 28-inch cylin- ders.....	-----	-----	-----	-----	5.20	5.20	3.35	3.35	.00	.0	.00	.0
20 by 24 inch cylin- ders.....	-----	-----	-----	-----	5.20	5.20	3.20	3.20	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MISSOURI PACIFIC RY.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
		1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class B4, 0000o>—Con.												
Local freight—												
22 by 30 inch cylin- ders.					\$5.55	\$5.60	\$3.75	\$3.85	\$0.05	0.9	\$0.10	2.7
19½ by 28 inch cylin- ders.					5.55	5.55	3.55	3.65	.00	.0	.10	2.8
20 by 24 inch cylin- ders.					5.45	5.50	3.40	3.50	.05	.9	.10	2.9
Class C2, 000o>.	47	47	28	30								
Passenger—												
19 by 22 inch cylin- ders.					4.40	4.40	2.65	2.80	.00	.0	.15	5.7
18 by 24 inch cylin- ders.					4.40	4.40	2.65	2.65	.00	.0	.00	.0
16 by 24 inch cylin- ders.					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
Class C3, 000o>.	132	132	56	56								
Through freight—												
19½ by 28 inch cylin- ders.					5.20	5.20	3.35	3.35	.00	.0	.00	.0
20 by 24 inch cylin- ders.					5.20	5.20	3.20	3.20	.00	.0	.00	.0
19 by 24 inch cylin- ders.					5.05	5.05	3.10	3.10	.00	.0	.00	.0
18 by 24 inch cylin- ders.						5.05		3.10				
Local freight—												
19½ by 28 inch cylin- ders.					5.55	5.55	3.65	3.65	.00	.0	.00	.0
20 by 24 inch cylin- ders.					5.55	5.55	3.40	3.50	.00	.0	.10	2.9
19 by 24 inch cylin- ders.					5.30	5.35	3.30	3.40	.05	.9	.10	3.0
18 by 24 inch cylin- ders.						5.35		3.40				
Passenger—												
20 by 24 inch cylin- ders.					4.40	4.40	2.80	2.80	.00	.0	.00	.0
19 by 26 inch cylin- ders.					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class E4, 00000o>.	45	45	104	105								
Through freight.					5.40	5.45	3.60	3.75	.05	.9	.15	4.2
Local freight.					5.65	5.75	3.80	4.05	.10	1.8	.25	6.6
Class F2, 000o>.	10	10	59	59								
Passenger					4.40	4.40	2.80	2.80	.00	.0	.00	.0
Class F3, 0000o>.												
Passenger	38	38	74	76	4.40	4.40	2.80	2.80	.00	.0	.00	.0

MORGAN'S LOUISIANA & TEXAS R. R. AND STEAMSHIP CO.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>.	7	5	29	29								
Switching, first-class yards.					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Switching, second-class yards.					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class A3, 000>.												
Oil.	15	15	71	71								
Coal.	9	9	45	45								
Oil, switching—												
First-class yards.					4.25	4.40	2.50	2.75	.15	3.5	.25	10.5
Second-class yards.					4.00	4.25	2.40	2.70	.25	6.3	.30	12.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

MORGAN'S LOUISIANA & TEXAS R. R. AND STEAMSHIP CO.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.		
					Engineers.		Firemen.						
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.	
SINGLE-EXPANSION LOCOMOTIVES—continued.													
Class A3, 000>—Contd.													
Coal, switching—													
First-class yards					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0	
Second-class yards					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5	
Class B3, 000o>:													
Oil.....	5	{ 5	73	{ 76									
Coal.....													
Freight—													
Oil.....					5.35	5.35	3.01	3.05	.00	.0	.04	1.3	
Coal.....						5.35		3.20					
Class C2, 00oo>:													
Oil.....	9	9	37	37									
Coal.....	8	8	28	28									
Branch mixed, oil and coal—													
Salt Mine branch...					4.40	4.40			.00	.0			
Lockport branch.....					4.40	4.40			.00	.0			
New Iberia-Midland branch.....					4.82	4.82			.00	.0			
Alexandria branch.....					4.80	4.80			.00	.0			
St. Martinsville branch.....					4.80	4.80			.00	.0			
Baton Rouge branch.....					4.80	4.80			.00	.0			
Cypremort branch.....					4.80	4.80			.00	.0			
Houma branch.....					4.80	4.80			.00	.0			
Napoleonville branch.....					4.80	4.80			.00	.0			
Passenger, oil.....					4.65	4.65	2.85	2.85	.00	.0	.00	.0	
Branch mixed, oil—													
Salt Mine branch...							2.40	2.40			.00	.0	
Lockport branch.....							2.40	2.40			.00	.0	
Alexandria branch.....							2.90	2.90			.00	.0	
Midland branch.....							2.65	2.65			.00	.0	
Branch mixed, coal—													
Salt Mine branch...							2.55	2.55			.00	.0	
Lockport branch.....							2.55	2.55			.00	.0	
St. Martinsville branch.....							2.80	2.80			.00	.0	
Cypremort branch.....							2.80	2.80			.00	.0	
Houma branch.....							2.80	2.80			.00	.0	
Napoleonville branch.....							2.80	2.80			.00	.0	
Baton Rouge branch.....							3.05	3.05			.00	.0	
Alexandria branch.....							3.05	3.05			.00	.0	
Class F2, oO0oo>: (oil).....													
Passenger.....	1	1	52	53	4.40	4.40	2.65	2.65	.00	.0	.00	.0	
Class F3, oO00oo>: (oil).....													
Passenger.....	3	3	71	71	4.80	4.80	2.90	2.90	.00	.0	.00	.0	

NORTHERN PACIFIC R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>.....												
Switching.....	1	1	29	29	\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Class A3, 000>:												
Oil.....	10	10	75	75								
Coal.....	160	159	66	67								
Oil, switching.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Coal, switching.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

NORTHERN PACIFIC R. R.—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class A4, 0000>.....	14	14	67	67								
Switching.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Class B3, 0000>.....	86	87	43	43								
Freight—												
100,000 pounds or more on drivers..					5.05	5.05	3.30	3.30	.00	.0	.00	.0
Less than 100,000 pounds on drivers					4.90	4.90	3.10	3.10	.00	.0	.00	.0
Class B4, 00000>.....	78	84	75	76								
Switching.....						4.50		2.75				
Freight.....					5.30	5.30	3.75	3.75	.00	.0	.00	.0
Class B5, 000000>.....	2	2	66	65								
Freight.....					5.30	5.30	3.75	3.75	.00	.0	.00	.0
Class C2, 0000>.....	60	63	30	30								
Passenger—												
Standard engines, with 18-inch cyl- inders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Standard engines, with 17-inch cyl- inders or under..					4.40	4.40	2.55	2.55	.00	.0	.00	.0
Class C3, 00000>:												
Oil.....	9	9	48	48								
Coal.....	101	104	49	50								
Oil burners, passenger—												
100,000 pounds or more on drivers..					4.55	4.55	3.05	3.05	.00	.0	.00	.0
Less than 100,000 pounds on drivers					4.40	4.40	2.85	2.85	.00	.0	.00	.0
Coal burners, passen- ger—												
100,000 pounds or more on drivers..					4.55	4.55	3.05	3.05	.00	.0	.00	.0
Less than 100,000 pounds on drivers					4.40	4.40	2.85	2.85	.00	.0	.00	.0
Coal burners, freight—												
100,000 pounds on drivers or more..					5.05	5.10	3.30	3.30	.05	1.0	.00	.0
Less than 100,000 pounds on drivers						5.05		3.30				
Class D2, 000>.....	1	1	17	17								
Switching.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class E3, 00000>.....	150	150	77	77								
Freight.....					5.15	5.15	3.55	3.55	.00	.0	.00	.0
Class E4, 000000>:												
Oil.....	15	15	102	103								
Coal.....	255	255	106	106								
Oil burners, freight..					5.30	5.45	3.75	3.75	.15	2.8	.00	.0
Coal burners, freight—												
215,000 pounds or more on drivers..					5.55	5.55	3.75	3.75	.00	.0	.00	.0
Less than 215,000 pounds on drivers					5.30	5.45	3.75	3.75	.15	2.8	.00	.0
Class F2, 00000>.....	6	6	44	44								
Passenger.....					4.50	4.50	3.05	3.05	.00	.0	.00	.0
Class F3, 000000>:												
Oil.....	2	3	72	71								
Coal.....	140	139	71	71								
Passenger.....					4.65	4.65	3.05	3.05	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class B4, 00000>.....	14	8	90	88								
Freight.....					5.30	5.30	3.75	3.75	.00	.0	.00	.0

NORTHERN PACIFIC R. R.—Continued.

OREGON SHORT LINE R. R.

SINGLE-EXPANSION LOCO-MOTIVES.											
Class A3, 000>.....	40	45	70	68							
Switching—											
100,800, 129,700, 140,000 pounds on drivers.....					\$4.50	\$4.65	\$2.60	\$3.00	\$0.15	3.3	\$0.40 15.4
135,600, 145,000, 150,000 pounds on drivers.....					4.25	4.65	2.50	3.00	.40	9.4	.50 20.0
Class B3, 000o>:											
Oil.....	} 7	{ 3 4	} 72	{ 72							
Coal.....											
Freight.....					5.05	5.05	3.25	3.25			
Passenger.....									.00	.0	.00 .0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

OREGON SHORT LINE R. R.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.												
Class B4, 0000o>.....	75	80	91	86								
Freight—												
154,000 pounds on drivers.....					\$5.20	\$5.40	\$3.45	\$3.75	\$0.20	3.8	\$0.30	8.7
165,300 pounds on drivers.....					5.40	5.40	3.45	3.75	.00	.0	.30	8.7
178,000, 184,000, 187,000 pounds on drivers.....					5.40	5.40	3.55	3.75	.00	.0	.20	5.6
Switching.....					4.00	4.40	2.50	2.75	.40	10.0	.25	10.0
Work.....					5.00	5.40	3.20	3.75	.40	8.0	.55	17.1
Class C2, 000o>.....	14	15	34	32								
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight.....					4.80	4.80	2.95	2.95	.00	.0	.00	.0
Work.....					4.40		2.70					
Class C3, 0000o>:												
Oil.....	7	7	65	61								
Coal.....	77	77	60	60								
Passenger, coal—												
89,900 pounds on drivers.....					4.40	4.65	2.65	2.85	.25	5.7	.20	7.5
103,400 pounds on drivers.....					4.65	4.65	2.80	2.85	.00	.0	.05	1.8
142,900 pounds on drivers.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0
159,000 pounds on drivers.....					4.80	4.80	3.00	3.00	.00	.0	.00	.0
Passenger, oil.....					4.65	4.65	3.00	3.00	.00	.0	.00	.0
Freight, coal—												
89,900 pounds on drivers.....					4.80	5.05	2.95	3.10	.25	5.2	.15	5.1
103,400 pounds on drivers.....					5.05	5.05	3.10	3.10	.00	.0	.00	.0
132,000 and 140,000 pounds on drivers.....					5.05	5.05	3.25	3.25	.00	.0	.00	.0
159,000 pounds on drivers.....					5.20	5.20	3.25	3.25	.00	.0	.00	.0
Freight, oil—												
103,400 pounds on drivers.....					5.05	5.05	3.10	3.10	.00	.0	.00	.0
140,000 pounds on drivers.....					5.05	5.05	3.25	3.25	.00	.0	.00	.0
Work train, coal—												
88,000 pounds on drivers.....					4.40		2.70					
103,400 pounds on drivers.....					4.65		2.85					
132,000 and 140,000 pounds on drivers.....					4.65		3.00					
Work train, oil.....					4.65		3.00					
Class C4, 00000o>.....	7	7	80	80								
Freight.....					5.40	5.40	3.45	3.75	.00	.0	.30	8.7
Switching.....					4.00		2.50					
Class E4, 00000o>.....	50	50	104	104								
Freight—												
205,400 and 206,200 pounds on drivers.....					5.40	5.40	3.55	3.55	.00	.0	.00	.0
214,000 pounds on drivers.....					5.40	5.40	3.75	3.75	.00	.0	.00	.0
Class F2, 0000o>.....	12	12	53	53								
Passenger.....					4.65	4.65	2.80	2.85	.00	.0	.05	1.8
Freight.....						5.05		3.10				
Class F3, 00000o>.....	29	34	77	79								
Passenger—												
141,000 pounds on drivers.....					4.80	4.80	3.00	3.00	.00	.0	.00	.0
166,900 pounds on drivers.....					5.00	5.00	3.75	3.75	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

OREGON SHORT LINE R. R.—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class B3, 0000>.....	1	1	72	72								
Freight.....					\$5.05	\$5.05	\$3.25	\$3.25	\$0.00	0.0	\$0.00	0.0
Class B4, 0000>.....	26	21	86	83								
Freight, 165,300 pounds on drivers.....					5.40	5.40	3.45	3.75	.00	.0	.30	8.7

OREGON TRUNK LINE RY.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class C3, 0000o>.....	3	3	52	52								
Passenger.....					\$4.65	\$4.65	\$3.05	\$3.05	\$0.00	0.0	\$0.00	0.0

OREGON-WASHINGTON R. R. & NAVIGATION CO.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A3, 000>:												
Oil.....	15	17	67	69								
Coal.....	15	17	68	69								
Switching—												
First-class yards.....					\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Second-class yards.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class B2, 00o>.....	1	1	9	29								
Switching.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class B3, 0000o>:												
Oil.....	4	3	41	44								
Coal.....	7	7	46	44								
Freight—												
Oil burners.....					4.85	4.85	3.15	3.15	.00	.0	.00	.0
Coal burners.....					4.85	4.85	3.30	3.30	.00	.0	.00	.0
Switching.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class B4, 0000o>:												
Oil.....	5	4	75	87								
Coal.....	52	53	89	87								
Freight, oil burners—												
117,000 pounds on drivers.....					5.30	5.30	3.20	3.20	.00	.0	.00	.0
149,000 to 187,000 pounds on drivers.....					5.40	5.40	3.30	3.30	.00	.0	.00	.0
Freight, coal burners—												
117,000 pounds on drivers.....					5.30	5.30	3.35	3.35	.00	.0	.00	.0
149,000 to 187,000 pounds on drivers.....					5.40	5.40	3.45	3.45	.00	.0	.00	.0
Class C2, 000o>:												
Oil.....	4	4	23	28								
Coal.....	22	22	29	28								
Passenger—												
Oil.....					4.80	4.80	2.80	2.80	.00	.0	.00	.0
Coal.....					4.80	4.80	2.95	2.95	.00	.0	.00	.0
Freight—												
Oil.....					4.80	4.80	2.80	2.80	.00	.0	.00	.0
Coal.....					4.80	4.80	2.95	2.95	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ST. LOUIS, BROWNSVILLE & MEXICO RY.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO-MOTIVES.												
Class A3, 000> (oil).....	3	4	50	53								
Switching.....					\$4.00	\$4.25	\$2.50	\$2.70	\$0.25	6.3	\$0.20	8.0
Class B4, 0000o> (oil).....		20		77								
Through freight.....						5.20		3.15				
Local freight.....						5.50		3.45				
Class C2, 000o>:												
Wood.....	2	1	24	26								
Oil.....	14	15	29	29								
Passenger—												
Wood.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Oil.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
Class C3, 0000o> (oil).....	37	17	55	53								
Freight—												
Through—												
124,800 pounds on drivers.....					5.10	5.10	3.05	3.05	.00	.0	.00	.0
98,000 pounds on drivers.....					4.90	4.90	2.95	2.95	.00	.0	.00	.0
Local.....					5.50	5.50	3.30	3.30	.00	.0	.00	.0
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0

ST. LOUIS, IRON MOUNTAIN & SOUTHERN RY.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A3, 000>.....	97	98	70	70								
Switching—												
First-class yards.....					\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Second-class yards.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class B4, 0000o>.....	161	160	77	78								
Through freight—												
22 by 30 inch cylin- ders.....					5.30	5.30	3.55	3.55	.00	.0	.00	.0
19½ by 28 inch cylin- ders.....					5.20	5.20	3.35	3.35	.00	.0	.00	.0
20 by 24 inch cylin- ders.....					5.20	5.20	3.20	3.20	.00	.0	.00	.0
Local freight—												
22 by 30 inch cylin- ders.....					5.55	5.60	3.75	3.85	.05	.9	.10	2.7
19½ by 28 inch cylin- ders.....					5.55	5.55	3.55	3.65	.00	.0	.10	2.8
20 by 24 inch cylin- ders.....					5.45	5.50	3.40	3.50	.05	.9	.10	2.9
Class C2, 000o>.....	38	38	30	31								
Passenger—												
19 by 22 inch cylin- ders.....					4.40	4.40	2.65	2.80	.00	.0	.15	5.7
18 by 24 inch cylin- ders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
16 by 24 inch cylin- ders.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
Class C3, 0000o>.....	175	175	51	51								
Through freight—												
19½ by 28 inch cylin- ders.....					5.20	5.20	3.35	3.35	.00	.0	.00	.0
20 by 24 inch cylin- ders.....					5.20	5.20	3.20	3.20	.00	.0	.00	.0
19 by 24 inch cylin- ders.....					5.05	5.05	3.10	3.10	.00	.0	.00	.0
18 by 24 inch cylin- ders.....					5.05		3.10					

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ST. LOUIS, IRON MOUNTAIN & SOUTHERN RY.—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class C3, 00000>—Contd.												
Local freight—												
19½ by 28 inch cylin- ders.....												
					\$5.55	\$5.55	\$3.55	\$3.65	\$0.00	0.0	\$0.10	2.8
					5.55	5.55	3.40	3.50	.00	.0	.10	2.9
					5.30	5.35	3.30	3.40	.05	.9	.10	3.0
						5.35		3.40				
Passenger—												
					4.40	4.40	2.80	2.80	.00	.0	.00	.0
					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class C4, 000000>.....												
					5.40	5.40	3.60	3.60	.00	.0	.00	.0
					5.65	5.70	3.80	3.90	.05	.9	.10	2.6
Class E4, 000000>.....												
					5.40	5.45	3.60	3.75	.05	.9	.15	4.2
					5.65	5.75	3.80	4.05	.10	1.8	.25	6.6
Class F2, 00000>.....												
					4.40	4.40	2.80	2.80	.00	.0	.00	.0
Class F3, 000000>.....												
					4.40	4.40	2.80	2.80	.00	.0	.00	.0
Class F4, 0000000>.....												
					4.40	4.45	2.80	3.00	.05	1.1	.20	7.1
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class E8, 0000000000>.....												
					5.25	5.40	4.00	4.00	.15	2.9	.00	.0
Switching.....												

ST. LOUIS MERCHANTS' BRIDGE TERMINAL RY.¹

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, 000>.....	10	10	46	46	\$4.50	\$4.75	\$2.65	\$3.00	\$0.25	5.6	\$0.35	13.2
Switching.....												

SAN ANTONIO & ARANSAS PASS RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, 000>.....	4	4	45	45								
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class B3, 0000>.....	39	39	46	48								
Switching—												
First-class yards.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Local freight.....					5.55	5.55	3.25	3.25	.00	.0	.00	.0
Through freight ²					4.90	4.90	2.85	2.85	.00	.0	.00	.0
Work train.....					4.90	4.90	2.85	2.85	.00	.0	.00	.0

¹ Rates for 1915 effective Oct 15, 1915.

² Through freight is 100 miles, 8 hours or less; passenger is 100 miles, 5 hours or less.

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SAN ANTONIO & ARANSAS PASS RY.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.												
Class B4, 0000o>.....	24	24	69	71								
Local freight.....					\$5.55	\$5.55	\$3.25	\$3.25	\$0.00	0.0	\$0.00	0.0
Through freight ¹					4.90	4.90	2.85	2.85	.00	.0	.00	.0
Work train.....					4.90	4.90	2.85	2.85	.00	.0	.00	.0
Class C2, 000o>.....	18	17	29	29								
Passenger—												
Under 18-inch cylinders ¹					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
18-inch cylinders and over ¹					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class C3, 000o>.....	9	9	48	48								
Passenger ¹					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Local freight.....					5.55	5.55	3.25	3.25	.00	.0	.00	.0
Through freight ¹					4.90	4.90	2.85	2.85	.00	.0	.00	.0
Work train.....					4.90	4.90	2.85	2.85	.00	.0	.00	.0

ST. LOUIS & SAN FRANCISCO R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, 00>.....	1	1	39	35								
Switching.....					\$4.00	\$4.25	\$2.40	\$2.70	\$0.25	6.3	\$0.30	12.5
Class A3, 000>.....	128	107	56	60								
Switching—												
First-class yards.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class B3, 0000o>.....	39	21	41	41								
Freight.....					5.00	5.00	3.10	3.10	.00	.0	.00	.0
Class B4, 0000o>.....	254	238	84	88								
Freight.....					5.40	5.40	3.20	3.60	.00	.0	.40	12.5
Switching.....						4.40		2.75				
Class C2, 000o>.....	116	85	33	37								
Passenger—												
Under 18-inch cylinders.....					4.15	4.40	2.40	2.65	.25	6.0	.25	10.4
Over 18-inch cylinders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight.....						5.00		2.95				
Class C3, 0000o>.....	346	339	58	65								
Freight—												
Under 20-inch cylinders.....					5.00	5.10	3.10	3.20	.10	2.0	.10	3.2
Over 20-inch cylinders.....					5.10	5.10	3.20	3.20	.00	.0	.00	.0
Passenger.....						4.40		2.65				
Switching.....						4.25		2.70				
Class F3, 0000o>.....	60	60	72	75								
Passenger—												
Under 138,000 pounds on drivers.....					4.40	4.40	2.65	2.80	.00	.0	.15	5.7
Over 138,000 pounds on drivers.....					4.40	4.40	2.80	2.80	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class C3, 0000o>.....	20	20	69	69								
Freight—												
Under 20-inch cylinders.....					5.30	5.30	3.35	3.35	.00	.0	.00	.0
Over 20-inch cylinders.....					5.30	5.30	3.35	3.35	.00	.0	.00	.0

¹ Through freight is 100 miles, 8 hours or less; passenger is 100 miles, 5 hours or less.

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ST. LOUIS & SAN FRANCISCO R. R.—Continued.

Class.	Number.		Average weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES—contd.												
Class E8, oO000-O000o> (Mallet).....	7	7	180	180	\$6.40	\$6.50	\$4.00	\$4.25	\$0.10	1.6	\$0.25	6.3
Freight.....												
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.												
Class C3, O0O0o>.....	4	4	63	63								
Freight—												
Under 20-inch cylinders.....					5.10	5.10	3.20	3.20	.00	.0	.00	.0
Over 20-inch cylinders.....					5.10	5.10	3.20	3.20	.00	.0	.00	.0

SAN PEDRO, LOS ANGELES & SALT LAKE R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, O00>:	15	15	70	72								
Oil.....	1	1	70	72								
Coal.....												
Switching—												
First-class yards.....					\$4.25	\$4.40	\$2.60	\$2.75	\$0.15	3.5	\$0.15	5.8
Second-class yards.....					4.25	4.25	2.60	2.70	.00	.0	.10	3.8
Class B4, O000o>:	60	60	93	103								
Oil.....	24	24	92	103								
Coal.....												
Freight—oil burners—												
West of Otis.....					5.40	5.40	3.20	3.30	.00	.0	.10	3.1
East of Otis.....					5.40	5.40	3.30	3.30	.00	.0	.00	.0
Freight—coal burners.....					5.40	5.40	3.45	3.45	.00	.0	.00	.0
Class C2, O00o>:	3	3	33	56								
Oil.....	11	11	37	56								
Coal.....												
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class C3, O000o>:	7	7	57	74								
Oil.....	1	1	64	74								
Coal.....												
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class E4, oO000Oo> (oil)...	8	8	109	143								
Freight.....					5.65	5.65	3.75	3.75	.00	.0	.00	.0
Class F2, oO00o> (oil).....	4	4	54	84								
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class F3, oO000o>:	24	24	73	111								
Oil.....	8	8	70	111								
Coal.....												
Passenger—oil burners—												
West of Las Vegas.....					4.65	4.65	2.90	2.90	.00	.0	.00	.0
East of Las Vegas.....					4.65	4.65	3.00	3.00	.00	.0	.00	.0
Passenger—coal burners.....					4.65	4.65	3.75	3.75	.00	.0	.00	.0
Class Shay.....	3	3	63	63								
Switching.....					5.50	5.50	3.05	3.05	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SOUTHERN PACIFIC CO.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSTON LOCO- MOTIVES.												
Class A3, 000>:												
Oil.....	178	178	64	73								
Coal.....	3	3	70	42								
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.50	\$0.00	0.0	\$0.00	0.0
Second-class yards.....					4.00	4.00	2.40	2.40	.00	.0	.00	.0
Class B3, 000o>: (oil).....												
Passenger—	174	174	68	68								
Over 140,000 pounds on drivers—												
Valley.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Mountain (8 miles per hour).....					5.12	5.12	3.13	3.13	.00	.0	.00	.0
18-inch cylinders and over—												
Valley.....					4.52	4.52	2.65	2.65	.00	.0	.00	.0
Mountain (8 miles per hour).....					5.35	5.35	3.27	3.27	.00	.0	.00	.0
Between Rose- ville and Truckee.....							3.90	3.90			.00	.0
Class B4, 000Oo> (oil).....												
Passenger—	307	307	92	92								
Over 140,000 pounds—												
Valley.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Mountain (8 miles per hour).....					5.12	5.12	3.13	3.13	.00	.0	.00	.0
18-inch cylinders and over—												
Valley.....					4.52	4.52	2.65	2.65	.00	.0	.00	.0
Mountain.....					5.35	5.35	3.27	3.27	.00	.0	.00	.0
Class C2, 000o> (oil).....												
Passenger—	128	128	34	34								
Under 18-inch cyl- inders—												
Valley.....					4.15	4.15	2.40	2.40	.00	.0	.00	.0
Mountain.....					4.90	4.90	3.00	3.00	.00	.0	.00	.0
18-inch cylinders and over—												
Valley.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Mountain.....					5.12	5.12	3.13	3.13	.00	.0	.00	.0
Class C3, 000Oo>:												
Oil.....	246	246	58	58								
Coal.....	5	5	44	44								
Passenger—												
18-inch cylinders and over—												
Valley.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Mountain.....					5.12	5.12	3.13	3.13	.00	.0	.00	.0
Over 140,000 pounds on drivers—												
Valley.....					4.52	4.52	2.65	2.65	.00	.0	.00	.0
Mountain.....					5.35	5.35	3.27	3.27	.00	.0	.00	.0
Between Rose- ville and Truckee.....							3.90	3.90			.00	.0
Class C4, 000Oo> (oil).....												
Passenger—	33	33	64	64								
18-inch cylinders and over—												
Valley.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Mountain.....					5.12	5.12	3.13	3.13	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SOUTHERN PACIFIC CO.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.												
Class C4, 000000> (oil)—Continued.												
Passenger—Continued.												
Over 140,000 pounds on drivers—												
Valley												
Mountain												
Between Roseville and Truckee												
Class D2, 000> (oil).....												
Passenger—												
Valley												
Mountain												
Class E3, 00000> (oil)....												
Passenger—												
Oakland—												
Under 18-inch cylinders.....												
18-inch cylinders and over.....												
Portland—												
Under 18-inch cylinders.....												
18-inch cylinders and over.....												
Class E4, 000000> (oil)....												
Passenger—												
18-inch cylinders and over—												
Valley												
Mountain												
Freight—												
Over 140,000 pounds on drivers—												
Valley												
Mountain (8 miles per hour).....												
Mountain (10 miles per hour).....												
Class F2, 00000> (oil)....												
Passenger—												
Valley												
Mountain												
Class F3, 000000> (oil)....												
Passenger—												
Valley												
Mountain (8 miles per hour).....												
Between Roseville and Truckee												
Class A4, <0000> electric.												
Passenger												
Freight												
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class B3, 0000>:(oil).....												
Freight—												
Less than 75,000 pounds on drivers—												
Valley												
Mountain (8 miles per hour).....												
Mountain (10 miles per hour).....												

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SOUTHERN PACIFIC CO.—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES—contd.												
Class B3, 0000> (oil)— Continued.												
Freight—Continued.												
110,000 to 140,000 pounds on driv- ers—												
Valley.....					\$5.12	\$5.12	\$2.84	\$2.84	\$0.00	0.0	\$0.00	0.0
Mountain (8 miles per hour)					5.35	5.35	3.11	3.11	.00	.0	.00	.0
Mountain (10 miles per hour)					5.73	5.73	3.36	3.36	.00	.0	.00	.0
Over 140,000 pounds on driv- ers—												
Valley.....					5.35	5.35	2.97	2.97	.00	.0	.00	.0
Mountain (8 miles per hour)					5.57	5.57	3.25	3.25	.00	.0	.00	.0
Mountain (10 miles per hour)					5.97	5.97	3.50	3.50	.00	.0	.00	.0
Between Rose- ville and Truckee.....							3.75	3.75			.00	.0
Do.....							4.00	4.00			.00	.0
Class C3, 00000>(oil).....	3	3	71	71								
Freight—												
Less than 75,000 pounds on drivers—												
Valley.....					4.80	4.80	2.61	2.61	.00	.0	.00	.0
Mountain (8 miles per hour)					5.10	5.10	2.97	2.97	.00	.0	.00	.0
Mountain (10 miles per hour)					5.50	5.50	3.22	3.22	.00	.0	.00	.0
75,000 to 110,000 pounds on drivers—												
Valley.....					4.90	4.90	2.71	2.71	.00	.0	.00	.0
Mountain (8 miles per hour)					5.10	5.10	2.97	2.97	.00	.0	.00	.0
Mountain (10 miles per hour)					5.50	5.50	3.22	3.22	.00	.0	.00	.0
Class E8,00000-00000> (oil).....	49	49	199	199								
Freight—												
Valley.....					6.35	6.35	4.00	4.00	.00	.0	.00	.0
Mountain (8 miles per hour)					6.57	6.57	4.00	4.00	.00	.0	.00	.0
Mountain (10 miles per hour)					6.97	6.97	4.00	4.00	.00	.0	.00	.0
Passenger—												
Valley.....					5.52	5.52	4.00	4.00	.00	.0	.00	.0
Mountain.....					6.35	6.35	4.00	4.00	.00	.0	.00	.0
Class F2, 00000> (oil).....	19	19	53	53								
Freight—												
Valley.....					4.90	4.90	2.71	2.71	.00	.0	.00	.0
Mountain (8 miles per hour)					5.10	5.10	2.97	2.97	.00	.0	.00	.0
Mountain (10 miles per hour)					5.50	5.50	3.22	3.22	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SOUTHERN PACIFIC CO.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
FOUR-CYLINDER COMPOUND LOCOMOTIVES—contd.												
Class F6, 0000-0000o> (oil)	12	12	160	160								
Freight—												
Valley.....					\$6.35	\$6.35	\$4.00	\$4.00	\$0.00	0.0	\$0.00	0.0
Mountain (8 miles per hour).....					6.57	6.57	4.00	4.00	.00	.0	.00	.0
Mountain (10 miles per hour).....					6.97	6.97	4.00	4.00	.00	.0	.00	.0
Passenger—												
Valley.....					5.52	5.52	4.00	4.00	.00	.0	.00	.0
Mountain.....					6.35	6.35	4.00	4.00	.00	.0	.00	.0
TWO-CYLINDER COMPOUND OR CROSS-COMPOUND LOCOMOTIVES.												
Class B4, 0000o> (oil)...	9	9	87	87								
Freight—												
110,000 to 140,000 pounds on drivers—												
Valley.....					5.12	5.12	2.84	2.84	.00	.0	.00	.0
Mountain (8 miles per hour).....					5.33	5.33	3.11	3.11	.00	.0	.00	.0
Mountain (10 miles per hour).....					5.73	5.73	3.36	3.36	.00	.0	.00	.0
Over 140,000 pounds on drivers—												
Valley.....					5.35	5.35	2.97	2.97	.00	.0	.00	.0
Mountain (8 miles per hour).....					5.57	5.57	3.25	3.25	.00	.0	.00	.0
Mountain (10 miles per hour).....					5.97	5.97	3.50	3.50	.00	.0	.00	.0
Between Roseville and Truckee.....							3.75	3.75			.00	.0
Do.....							4.00	4.00			.00	.0
Class C4, 0000o> (oil)...	13	13	69	78								
Freight—												
110,000 to 140,000 pounds on drivers—												
Valley.....					5.12	5.12	2.84	2.84	.00	.0	.00	.0
Mountain (8 miles per hour).....					5.33	5.33	3.11	3.11	.00	.0	.00	.0
Mountain (10 miles per hour).....					5.73	5.73	3.36	3.36	.00	.0	.00	.0
Over 140,000 pounds on drivers—												
Valley.....					5.35	5.35	2.97	2.97	.00	.0	.00	.0
Mountain (8 miles per hour).....					5.57	5.57	3.25	3.25	.00	.0	.00	.0
Mountain (10 miles per hour).....					5.97	5.97	3.50	3.50	.00	.0	.00	.0
Between Roseville and Truckee.....							3.75	3.75			.00	.0
Do.....							4.00	4.00			.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

SPOKANE, PORTLAND & SEATTLE RY.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO-MOTIVES.												
Class A3, 000>.....	8	8	70	70								
Switching.....					\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Class B3, 000o>.....	1	1	42	42								
Freight.....					4.80	4.80	2.95	2.95	.00	.0	.00	.0
Class B4, 0000o>.....	14	14	82	82								
Freight.....					5.30	5.30	3.40	3.40	.00	.0	.00	.0
Class C2, 00oo>.....	6	6	28	23								
Passenger.....					4.40	4.40	2.55	2.55	.00	.0	.00	.0
Class C3, 000oo>.....	17	17	69	69								
Passenger.....					4.65	4.65	3.05	3.05	.00	.0	.00	.0
Class E3, o000o>.....	15	15	75	75								
Freight.....					5.30	5.30	3.40	3.40	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class F2, o00oo>.....	10	10	54	54								
Passenger.....					4.65	4.65	3.05	3.05	.00	.0	.00	.0

ST. LOUIS SOUTHWESTERN RY.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A3, 000>.....	8	7	50	50								
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class B3, 000o>.....	39	39	59	59								
Switching—												
First-class yards.....					4.25	4.25	2.50	2.70	.00	0.0	.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
140,000 pounds and over on drivers.....						4.40		2.75				
Through freight—												
18 by 24-inch cylin- ders.....					4.95	4.95	3.05	3.05	.00	0.0	.00	0.0
19 by 26 inch cylin- ders.....					5.20	5.20	3.20	3.20	.00	0.0	.00	0.0
Local freight—												
18 by 24 inch cylin- ders.....					5.30	5.30	3.30	3.35	.00	0.0	.05	1.5
19 by 26 inch cylin- ders.....					5.45	5.50	3.45	3.50	.05	0.9	.05	1.4
Class B4, 0000o>.....	24	24	91	90								
Through freight—												
22 by 28 inch cylin- ders.....					5.40	5.40	3.45	3.45	.00	0.0	.00	0.0
22 by 30 inch cylin- ders.....					5.40	5.40	3.55	3.55	.00	0.0	.00	0.0
25 by 30 inch cylin- ders.....					5.40	5.40	3.75	3.75	.00	0.0	.00	0.0
Local freight—												
22 by 28 inch cylin- ders.....					5.65	5.70	3.70	3.75	.05	0.9	.05	1.4
22 by 30 inch cylin- ders.....					5.65	5.70	3.80	3.85	.05	0.9	.05	1.3
25 by 30 inch cylin- ders.....					5.65	5.70	4.00	4.05	.05	0.9	.05	1.3
Class C2, 00oo>.....	24	25	36	36								
Passenger—												
18-19 by 26 inch cyl- inders.....					4.40	4.40	2.65	2.65	.00	0.0	.00	0.0
17 by 24 inch cylin- ders.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
Through freight.....					4.95	4.95	2.95	2.95	.00	0.0	.00	0.0
Local freight.....					5.30		3.20					

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

ST. LOUIS SOUTHWESTERN RY.—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES.												
Class C3, 0000>.....	22	21	68	68								
Passenger.....					\$4.40	\$4.40	\$2.80	\$2.80	\$0.00	0.0	\$0.00	0.0
Through freight—												
17 by 24 inch cylin- ders.....					4.95	4.95	2.95	2.95	.00	0.0	.00	0.0
20 by 26 inch cylin- ders.....					5.20	5.20	3.25	3.25	.00	0.0	.00	0.0
21 by 28 inch cylin- ders.....					5.30	5.30	3.40	3.40	.00	0.0	.00	0.0
Local freight—												
17 by 24 inch cylin- ders.....					5.30	5.30	3.20	3.20	.00	0.0	.00	0.0
20 by 26 inch cylin- ders.....					5.55	5.55	3.50	3.50	.00	0.0	.00	0.0
21 by 28 inch cylin- ders.....					5.55		3.66					
Class F2, 0000>.....	6	6	46	46								
Passenger.....					4.40	4.40	2.65	2.65	.00	0.0	.00	0.0

TACOMA EASTERN R. R.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class B4, 00000> (oil)...	5	4	52	78								
Switching.....					\$5.30		\$2.85					
Through freight.....					5.45		3.35					
Local freight.....					5.65		3.40					
Class C3, 00000> (oil)...	5	5	58	50								
Passenger.....					4.55	4.55	\$2.95	\$2.95	\$0.00	0.0	\$0.00	0.0
Through freight.....					5.25	5.30	3.20	3.25	.05	1.0	.05	1.6
Local freight.....					5.45	5.50	3.35	3.40	.05	.9	.05	1.5

TERMINAL RAILROAD ASSOCIATION OF ST. LOUIS.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A3, 000>.....	109	109	71	71								
Switching.....					\$4.50	\$4.75	\$2.65	\$3.00	\$0.25	5.6	\$0.35	13.2
Class B3, 0000>.....	3	3	42	42								
Switching.....					4.50	4.75	2.65	3.00	.25	5.6	.35	13.2

NOTE.—Rates for 1915 effective Oct. 15, 1915.

TEXAS & NEW ORLEANS R. R.

SINGLE-EXPANSION LOCO- MOTIVES.												
Class A2, 00> (oil).....	1	1	26	26								
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class A3, 000>:												
Oil.....	20	20	63	63								
Coal.....	4	4	57	57								
Oil, switching—												
First-class yards.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Coal, switching—												
First-class yards.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

TEXAS & NEW ORLEANS R. R.—Continued.

Class.	Num-ber.		Aver-age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES—continued.												
Class C2, 0000>:												
Oil.....	8	9	35	34								
Coal.....	1	1	24	24								
Oil—Branch mixed—												
Rusk branch.....					\$4.40	\$4.40	\$2.40	\$2.40	\$0.00	0.0	\$0.00	0.0
Clinton branch.....						4.65		2.47				
Oil—Branch passen-ger—												
Less than 18-inch cylinders.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
Cylinders 18 inches and over.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Oil—Passenger—												
Less than 18-inch cylinders.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
Cylinders 18 inches and over.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Coal—Branch mixed.....					4.65	4.65	2.62	2.62	.00	.0	.00	.0
Class C3, 0000>.....		1		44								
Branch freight.....						4.80		2.85				
Class F2, 0000> (oil).....	2	2	53	53								
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Class F3, 0000> (oil).....	4	4	71	71								
Passenger.....					4.80	4.80	2.90	2.90	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class F2, 0000> (oil).....	3	3	55	55								
Passenger.....					4.60	4.60	2.78	2.78	.00	.0	.00	.0

TEXAS & PACIFIC RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, 000>:												
Oil.....	3	2	39	44	.....	.....	.....	.....	.....	.....	.....	.....
Coal.....	36	37	44	44	.....	.....	.....	.....	.....	.....	.....	.....
Switching—												
First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.50	\$0.00	0.0	\$0.00	0.0
Second-class yards.....					4.00	4.00	2.40	2.40	.00	.0	.00	.0
Class B3, 0000>:												
Oil.....	2	2	35	35	.....	.....	.....	.....	.....	.....	.....	.....
Coal.....	18	18	35	35	.....	.....	.....	.....	.....	.....	.....	.....
Switching—												
First-class yards.....					4.25	4.25	2.50	2.50	.00	.0	.00	.0
Second-class yards.....					4.00	4.00	2.40	2.40	.00	.0	.00	.0
Class B4, 0000>.....	10	10	91	91	5.40	5.40	3.65	3.65	.00	.0	.00	.0
Through freight.....					5.75	5.75	3.75	3.75	.00	.0	.00	.0
Local freight.....					.....	.....	.....	.....	.....	.....	.....	.....
Class C2, 0000>.....	72	69	25	26	.....	.....	.....	.....	.....	.....	.....	.....
Passenger—												
Under 18-inch cyl- inders.....					4.15	4.30	2.40	2.50	.15	3.6	.10	4.2
18-inch cylinders and over.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Through freight—												
All 8-wheel engines 18-inch cylinders or under.....					4.95	4.95	.....	.....	.00	.0	.....	.....
3.00					.....	.....	3.00	3.00	.....	.....	.00	.0
Local freight—												
All engines under 20 by 26 inch cyl- inders.....					5.30	5.30	.....	.....	.00	.0	.....	.....
18-inch cylinders or under.....					.....	.....	3.30	3.30	.....	.....	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

TEXAS & PACIFIC RY.—Continued.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
(Class C3, 00000>.....	249	250	56	57								
Passenger—												
Under 18-inch cyl- inders.....					\$4.15	\$4.15	\$2.40	\$2.40	\$0.00	0.0	\$0.00	0.0
18-inch cylinders or under 20-inch cyl- inders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
20-inch cylinders.....					4.55	4.55	2.80	2.80	.00	.0	.00	.0
21-inch cylinders.....							2.90	2.90			.00	.0
Through freight—												
19-in ch cylinders and under (10- wheel).....					5.05	5.05			.00	.0		
Over 19-inch cylin- ders.....					5.20	5.20			.00	.0		
22-inch cylinders and over.....					5.40	5.40			.00	.0		
Local freight—												
Under 20-inch cyl- inders.....					5.30	5.30			.00	.0		
20-inch cylinders and over.....					5.55	5.55			.00	.0		
22-inch cylinders and over.....					5.75	5.75			.00	.0		
18-inch cylinders or under—												
Through freight.....							3.00	3.00			.00	.0
Local freight.....							3.30	3.30			.00	.0
19-inch cylinders—												
Through freight.....							3.15	3.15			.00	.0
Local freight.....							3.45	3.45			.00	.0
20-inch cylinders—												
Through freight.....							3.35	3.35			.00	.0
Local freight.....							3.65	3.65			.00	.0
22-inch cylinders—												
Through freight.....							3.55	3.55			.00	.0
Local freight.....							3.75	3.85			.10	2.7
22-inch cylinders (consolidation)—												
Through freight.....								3.65				
Local freight.....								3.95				
Class F2, 00000>.....	2	2	58	58								
Passenger.....					4.40	4.40	2.80	2.80	.00	.0	.00	.0

TRINITY & BRAZOS VALLEY RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, 000> (oil).....	2	2	69	69	\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Switching.....												
Class B3, 00000>:												
Oil.....	2	2	44	44								
Coal.....	1	1	44	44								
Passenger.....					4.40	4.40	2.55	2.55	.00	.0	.00	.0
Freight.....					5.55	5.55	3.45	3.45	.00	.0	.00	.0
Class B4, 00000>.....	34	34	68	68								
Freight.....					5.55	5.55	3.45	3.45	.00	.0	.00	.0
Class C2, 00000> (oil).....	3	3	30	29								
Passenger.....					4.40	4.40	2.55	2.55	.00	.0	.00	.0
Class C3, 00000> (oil).....	16	16	61	62								
Passenger.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight.....					5.55	5.55	3.45	3.45	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

UNION PACIFIC R. R.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES.												
Class A3, 000>.....	109	109	63	65								
Switching—												
18 by 26 inch cylin- ders.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
19 by 26 inch cylin- ders.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Class B3, 0000>.....	2	2	48	49								
Freight—												
18 by 26 inch cylin- ders.....					4.55	4.80	3.00	3.00	.25	5.5	.00	.0
Class B4, 00000>.....	216	223	92	92								
Freight—												
21 by 30 inch cylin- ders.....					5.40	5.40	3.55	3.55	.00	.0	.00	.0
21 by 28 inch cylin- ders.....					5.30	5.30	3.55	3.55	.00	.0	.00	.0
22 by 30 inch cylin- ders.....					5.40	5.40	3.55	3.55	.00	.0	.00	.0
20 by 24 inch cylin- ders.....					5.10	5.10	3.30	3.30	.00	.0	.00	.0
Switching—						4.40		2.75				
21 by 28 inch cylin- ders.....												
Class C2, 0000>.....	44	45	32	32								
Passenger—												
18 by 26 inch cylin- ders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
Freight—												
18 by 26 inch cylin- ders.....					4.75	4.75	3.00	3.00	.00	.0	.00	.0
Class C3, 00000>.....	120	131	58	60								
Passenger—												
18 by 24 inch cylin- ders.....					4.40	4.40	2.65	2.65	.00	.0	.00	.0
19 by 24 inch cylin- ders.....					4.50	4.50	2.80	2.80	.00	.0	.00	.0
20 by 24 inch cylin- ders.....					4.50	4.50	2.80	2.80	.00	.0	.00	.0
20 by 28 inch cylin- ders.....					4.65	4.65	2.90	2.90	.00	.0	.00	.0
Freight—												
18 by 24 inch cylin- ders.....					4.75	4.75	3.00	3.00	.00	.0	.00	.0
19 by 24 inch cylin- ders.....					4.90	4.90	3.15	3.15	.00	.0	.00	.0
67 tons on drivers, 20 by 28 inch cyl- inders.....					5.05	5.05	3.25	3.25	.00	.0	.00	.0
20 by 24 inch cylin- ders.....					4.90	4.90	3.15	3.15	.00	.0	.00	.0
73 tons on drivers, 20 by 28 inch cyl- inders.....					5.05	5.05	3.30	3.30	.00	.0	.00	.0
Switching—												
18 by 24 inch cyl- inders.....					4.25	4.25	2.50	2.70	.00	.0	.20	8.0
Class C4, 000000>.....	8	8	83	83								
Freight—												
21 by 30 inch cyl- inders.....					5.40	5.40	3.55	3.55	.00	.0	.00	.0
Class E4, 000000>.....	95	110	105	105								
Freight—												
23½ by 30 inch cyl- inders.....					5.40	5.45	3.55	3.70	.05	.9	.15	4.2
26 by 28 inch cylin- ders.....					5.40	5.45	3.75	3.75	.05	.9	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

UNION PACIFIC R. R.—Continued.

Class.	Num- ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES—continued.												
Class E4, oOOOo>—Con. Passenger— 26 by 28 inch cylin- ders.....					\$5.00	\$5.00	\$3.75	\$3.75	\$0.00	0.0	\$0.00	0.0
Class F2, oOOo> Passenger— 20 by 28 inch cylin- ders.....	20	20	53	53	4.50	4.50	2.90	2.90	.00	.0	.00	.0
Class F3, oOOOo> Passenger— 22 by 28 inch cylin- ders..... 25 by 28 inch cylin- ders.....	80	100	70	76	4.65	4.65	3.00	3.00	.00	.0	.00	.0
FOUR-CYLINDER COMPOUND LOCOMOTIVES.												
Class B4, OOOOo>..... Freight— 15½-26 by 30 inch cylinders..... 17½-28 by 30 inch cylinders.....	59	55	82	82	5.40	5.40	3.55	3.55	.00	.0	.00	.0
Class C3, OOOo> Passenger— 15½-26 by 28 inch cylinders..... Freight— 15½-26 by 28 inch cylinders.....	32	23	72	72	4.65	4.65	2.90	2.90	.00	.0	.00	.0
Class F2, oOOo> Passenger— 16-27 by 28 inch cylinders.....	15	15	55	55	4.50	4.50	2.90	2.90	.00	.0	.00	.0
Class E8, oOOOO-OOOo> Freight— 26-40 by 30 inch cylinders.....	3	3	147	147	6.40	6.50	4.00	4.25	.10	1.6	.25	6.3

UNION STOCK YARDS OF OMAHA.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A3, OOO>:												
Switching.....	3 6	3 6	60 59	62 59	\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0

WABASH R. R.

SINGLE-EXPANSION LOCOMOTIVES.												
Class A2, OO>.....	15	14	30	32								
Switching— First-class yards.....					\$4.25	\$4.25	\$2.50	\$2.70	\$0.00	0.0	\$0.20	8.0
Second-class yards.....					4.00	4.25	2.40	2.70	.25	6.3	.30	12.5
Class A3, OOO>.....	99	99	64	64								
Switching— First-class yards.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards.....					4.00	4.40	2.40	2.75	.40	10.0	.35	14.6

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

WESTERN PACIFIC RY.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.		Increase to firemen.	
					Engineers.		Firemen.					
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.	Amount.	Per cent.
SINGLE-EXPANSION LOCO- MOTIVES.												
Class A3, 000>.....	12	12	73	73								
Switching—												
First-class yards—												
Oil.....					\$4.25	\$4.40	\$2.50	\$2.75	\$0.15	3.5	\$0.25	10.0
Coal.....					4.25	4.40	2.50	2.75	.15	3.5	.25	10.0
Second-class yards—												
Oil.....					4.00	4.40	2.40	2.75	.40	10.0	.35	14.6
Class B4, 0000o>.....												
Oil.....	55	54	92	92								
Coal.....	10	11	93	93								
Passenger (oil).....					4.90	4.90	3.15	3.15	.00	.0	.00	.0
Freight—												
Oil.....					5.40	5.40	3.40	3.40	.00	.0	.00	.0
Coal.....					5.40	5.40	3.55	3.55	.00	.0	.00	.0
Class C3, 0000o>.....												
Oil.....	27	31	66	66								
Coal.....	11	7	74	68								
Passenger—												
Oil.....					4.65	4.65	3.00	3.00	.00	.0	.00	.0
Coal.....					4.65	4.65	3.00	3.00	.00	.0	.00	.0
Freight (oil).....					4.90	4.90	2.85	2.85	.00	.0	.00	.0

WICHITA VALLEY RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class B3, 000o>.....	8	8	46	46								
Through freight.....					\$5.05	\$5.05	\$3.10	\$3.10	\$0.00	0.0	\$0.90	0.0
Local freight.....					5.55	5.55	3.30	3.40	.00	.0	.10	3.0
Class B4, 0000o>.....	2	2	58	58								
Through freight.....					5.15	5.15	3.20	3.20	.00	.0	.00	.0
Local freight.....					5.65	5.65	3.40	3.50	.00	.0	.10	2.9
Class C2, 000o>.....	5	1	25	24								
Passenger.....					4.40	4.40	2.50	2.50	.00	.0	.00	.0

WYOMING & NORTHWESTERN RY.

SINGLE-EXPANSION LOCOMOTIVES.												
Class C2, 000o> (oil).....	1	2	28	28								
Passenger.....					\$4.20	\$4.30	\$2.65	\$2.65	\$0.10	2.4	\$0.00	0.0
Class F3, 00000o>.....	4	4	55	55								
Freight.....					5.20	5.20	3.30	3.30	.00	.0	.00	.0

Rates paid to locomotive engineers and firemen before and after the arbitration of 1915, and amount and per cent of increase in rates awarded by the arbitration board according to class of engines—Continued.

YAZOO & MISSISSIPPI VALLEY R. R.

Class.	Num-ber.		Aver- age weight on drivers (tons).		Rate per day of 100 miles or 10 hours or less to—				Increase to engineers.	
					Engineers.		Firemen.			
	1914	1915	1914	1915	1914	1915	1914	1915	Amount.	Per cent.
SINGLE-EXPANSION LOCOMOTIVES.										
Class A2, 00>.....	1	1	36	36			(1)	(1)		
Switching.....					\$4.00	\$4.25	(1)	(1)	\$0.25	6.3
Class A3, 000>.....	34	31	55	57						
Switching—										
First-class yards.....					4.25	4.40	(1)	(1)	.15	3.5
Second-class yards.....					4.00	4.25	(1)	(1)	.25	6.3
Class B3, 0000>.....	43	42	52	52						
Freight—										
18-inch cylinders or over.....					5.15	5.15	(1)	(1)	.00	.0
Under 18-inch cylinders.....					4.90	4.90	(1)	(1)	.00	.0
Branch line.....					4.65		(1)	(1)		
Class B4, 00000>.....	16	16	79	79						
Freight—										
18-inch cylinders or over.....					5.15	5.15	(1)	(1)	.00	.0
Under 18-inch cylinders.....					4.90		(1)	(1)		
Branch line.....					4.65		(1)	(1)		
Class C2, 0000>.....	71	62	26	29						
Passenger—										
Less than 18-inch cylinders.....					4.15	4.30	(1)	(1)	.15	3.6
18-inch cylinders or over.....					4.40	4.40	(1)	(1)	.00	.0
Freight—										
Less than 18-inch cylinders.....					4.90	4.90	(1)	(1)	.00	.0
18-inch cylinders or over.....					5.15	5.15	(1)	(1)	.00	.0
Branch line.....					4.65		(1)	(1)		
Class C3, 00000>.....	58	58	42	44						
Passenger—										
Less than 18-inch cylinders.....					4.15	4.30	(1)	(1)	.15	3.6
18-inch cylinders or over.....					4.40	4.40	(1)	(1)	.00	.0
Freight—										
18-inch cylinders or over.....					5.15	5.15	(1)	(1)	.00	.0
Under 18-inch cylinders.....					4.90	4.90	(1)	(1)	.00	.0
Branch line.....					4.65		(1)	(1)		

¹ No contract with firemen.

XXIV.

GEORGIA RAILROAD AND THE ORDER OF RAILROAD CONDUCTORS AND BROTHERHOOD OF RAILROAD TRAINMEN.

The controversy which resulted in the arbitration proceedings reviewed in this section was precipitated by the discharge of J. T. Paschal, a conductor, and A. M. Morgan, a flagman, from the service of the Georgia Railroad Co., in 1912. The offense attributed to Mr. Paschal and made the basis of his dismissal was his alleged violation of rules promulgated by the railroad respecting the observance of the law limiting the hours of continuous service of train crews. It was charged against the employee Morgan that he had made an error in an expense account submitted in connection with his attendance upon court in a case involving the company's interests. The reinstatement of these employees was demanded by the Order of Railroad Conductors and Brotherhood of Railroad Trainmen, and the company refusing to comply with these requests, the controversy by mutual agreement was submitted to arbitration.

The members of the board of arbitration selected in this controversy were W. L. Chambers, chairman; Charles A. Wickersham, selected by the company; and Frederick A. Burgess, selected by the employees. The proceedings of the board were conducted at Atlanta, Ga., extending from November 7 to November 26, 1912, inclusive.

FINDINGS OF THE BOARD OF ARBITRATION.

Upon consideration of the evidence the board of arbitration ordered the reinstatement of the conductor, Paschal, to his former position with seniority rights as of date of his discharge, with pay from that date. With respect to the flagman, Morgan, the board found that a suspension of 10 days would have been adequate discipline for the offense committed by this employee, and ordered that he be reinstated with a deduction from his pay accordingly.

It was shown by the testimony presented to the board that Conductor Paschal at the time of his alleged offense had been in the service of the Georgia Railroad for a period of 19 years and 7 months, approximately 13 years of this service having been in the capacity of conductor. On May 18, 1912, while acting as such conductor, Mr. Paschal left Conyers, Ga., in charge of the second section of train No. 13 and proceeded westward toward Atlanta. The engineer of Paschal's train, upon leaving Conyers, lacked but 12 minutes of having completed 16 hours of continuous service. In order to reach the next railroad station at Lithonia, Ga., within 12 minutes after leaving Conyers, it was essential that the trip should be made in 2 minutes and 24 seconds less than the time required for the trip at the speed to which the train was limited by schedule. Upon approaching Lithonia Mr. Paschal found the east switch at this station occupied by the first section of train No. 13, a few of the cars extending over the switch upon the main line. When the first section had passed the station Mr. Paschal placed his train on the siding, went off duty, and reported

to the dispatcher, his report being made 10 minutes after the expiration of his engineer's time limit under the 16-hour law. Mr. Paschal contended that the run from Conyers to Lithonia would have been completed within 12 minutes but for the delay consequent upon overtaking the first section of the train.

The railroad company contended that the conductor, in starting his train from Lithonia when only 12 minutes remained until his engineer's period of duty would reach 16 hours, had violated a rule issued by the company in November, 1911, as follows:

Engineers and firemen, conductors and trainmen, to comply with the hours-of-service law, the period of duty should be computed from the time the employee actually goes on duty to the time he is relieved of his engine or train. If a train be caught without instructions on main line at any point by the expiration of the 16-hour period, the crew will place train in sidetrack, go off duty, and report action to dispatcher.

By permission of the board of arbitration the employees introduced testimony which tended to show conclusively that the speed limit was continuously and habitually disregarded by all engineers and trainmen, especially in freight service, with the knowledge, consent, and approval of the officials of the road. It was shown by the testimony of numerous witnesses that the run between Conyers and Lithonia could be made under normal conditions within 12 minutes, some of the witnesses testifying that the run could be made in as short a time as 10 minutes.

The board in its decision held that the bulletin of November 14, 1911, had been interpreted by the trainmen substantially in accordance with the interpretation placed upon it by the officers of the road and that the language of the bulletin itself was susceptible of such construction.

In ordering the reinstatement of Mr. Paschal the board, in the concluding paragraph of the award, states that it is the duty of employees of the company to obey the rules and bulletins in accordance with the interpretation given them by the management of the railroad.

The award with respect to Conductor Paschal was concurred in by arbitrators Chambers and Burgess, arbitrator Wickersham dissenting. Mr. Wickersham held that the conductor had been guilty of disobedience to instructions involving a violation of the law, the effect of which, Mr. Wickersham pointed out, was to subject the railroad company to a penalty. Mr. Wickersham declared that he found it difficult to form a satisfactory opinion as to what would be fair and reasonable in the case, but held that the original penalty was too severe, and expressed the opinion that a suspension of 30 days would have been proper when the management first undertook to deal with the conductor, provided that Mr. Paschal had admitted to the management that he had violated his instructions.

In announcing its award in the case of the flagman, Morgan, the board of arbitration, after pointing out that the error made by this employee in his expense account had been corrected when his attention was called to it, and that the railroad authorities had the right to administer some discipline, expressed the opinion that a suspension of 10 days would have been adequate discipline, the error in question having constituted the employee's first offense, and ordered his reinstatement, with a deduction from pay accordingly. The board was unanimous in its decision with respect to this employee.

XXV.

NORFOLK & WESTERN RAILROAD AND ITS MAINTENANCE-OF-WAY EMPLOYEES.

In 1913 a controversy between the Norfolk & Western Railway Co. and its maintenance-of-way employees relating to requests of these employees for an increase in rates of pay was submitted to arbitration.

In this case the controversy involved a class of employees who were not included within the scope of the Federal statute governing the arbitration of certain classes of railway labor disputes, the act then in force having applied only to employees actually engaged in the operation of trains. The parties, therefore, proceeded independently of the Federal statute, although adhering in most respects to the procedure prescribed for controversies falling within the scope of the act.

DEMANDS OF THE EMPLOYEES.

A review of the official record of the proceedings shows that representatives of the employees in 1913 presented to the railway company a scale of wages agreed upon at a meeting of representatives of maintenance-of-way employees of various roads, in Birmingham, Ala., in January, 1913, for presentation to all of the railroads in southern territory. Upon examination of the proposed wage scale, the company held that it would involve large increases in actual wages and refused to consider the adoption of such scale, but notified the men that it would consider a revision of regulations in regard to this class of labor and some incidental increases in rates of pay which were considered appropriate. A series of conferences was thereupon held between representatives of the company and the employees, resulting in certain incidental concessions to the employees and an agreement to submit the question of an increase in wages to arbitration.

Stipulations for the arbitration were agreed to May 24, 1910, the railway company selecting as arbitrator G. M. Merrell, of Roanoke, Va., and the employees selecting A. B. Lowe, of Detroit, Mich. By agreement between these arbitrators the appointment of a third member of the board was referred to former United States Commissioner of Labor, Charles P. Neil, who appointed as such arbitrator W. L. Chambers, of the District of Columbia.

The arbitration agreement stipulated in part that the representatives of the maintenance-of-way employees should present to the board of arbitration the wage proposition prepared in Birmingham, Ala., as the basis of their claim for wages and that the railroad company should present its existing scale of wages and the concessions previously made in conference as a fair and just settlement of the demands of the employees.

AWARD OF THE BOARD OF ARBITRATION.

The board of arbitration was organized at Roanoke, Va., with Judge Chambers as chairman. The proceedings commenced on Monday, June 30, 1910, and were brought to a conclusion on the following Wednesday, when the board announced its award.

As pointed out in detail below, the findings of the arbitration board were productive of a general increase in the rates of pay in effect before the award, this increase in the case of employees paid on a monthly wage basis ranging from \$2 to \$2.50 per month. In the case of employees paid at hourly rates the prevailing increase in the wage scale was an advance of 1 cent per hour, the equivalent increases on a percentage basis ranging from 2.7 to 6.7 per cent. Concessions were also made to certain classes of employees in the form of increases in rates of extra compensation allowed by the company for work in certain localities and occupations.

APPLICATION OF THE AWARD.

In the following series of statements the rates of pay awarded by the arbitration board are compared with the rates in effect before the award. The statements show the highest, lowest, and average rates of pay of the various classes of employees in effect before and after the award and the amount and per cent of the wage increases granted by the board of arbitration.

The result of the award in the case of maintenance-of-way foremen paid on a monthly basis, as shown by the table below, was a uniform increase of \$2.50 per month, the average increase on a percentage basis amounting to 3.4 per cent. The rates of pay of maintenance-of-way foremen paid at hourly rates were advanced 1 cent per hour, or 2.7 per cent.

Amount and per cent of increase in rates of pay of maintenance-of-way foremen as a result of the award of the board of arbitration.

	Rates before award.	Rates after award.	Increase.	
			Amount.	Per cent.
Lowest amount received per month.....	\$64.00	\$66.50	\$2.50	3.9
Highest amount received per month.....	93.60	96.10	2.50	2.7
Average amount received per month.....	72.86	75.36	2.50	3.4
Average amount received per hour.....	.37	.38	.01	2.7

The rates of pay of maintenance-of-way engineers and firemen as a result of the award were increased \$2 per month, these equivalent increases, on a percentage basis, in the case of engineers, ranging from 2.7 to 3.6 per cent, with an average of 3.2 per cent. The advance of \$2 per month received by firemen amounted to an increase of 4 per cent.

Amount and per cent of increase in rates of pay of maintenance-of-way engineers and firemen as a result of the award of the board of arbitration.

	Rates before award.	Rates after award.	Increase.	
			Amount.	Per cent.
ENGINEERS.				
Lowest amount received per month.....	\$55.00	\$57.00	\$2.00	3.6
Highest amount received per month.....	75.00	77.00	2.00	2.7
Average amount received per month.....	63.33	65.33	2.00	3.2
FIREMEN.				
Lowest amount received per month.....	50.00	52.00	2.00	4.0
Highest amount received per month.....	50.00	52.00	2.00	4.0
Average amount received per month.....	50.00	52.00	2.00	4.0

In the following table comparative figures are presented of the rates of pay of maintenance-of-way pumpers before and after the award. The rates of compensation of these employees were advanced \$2 per month, the percentages of increase over the preexisting rates ranging from 3.5 to 4.3 per cent, with an average of 3.7 per cent.

Amount and per cent of increase in rates of pay of maintenance-of-way pumpers as a result of the award of the board of arbitration.

	Rates before award.	Rates after award.	Increase.	
			Amount.	Per cent.
Lowest amount received per month.....	\$47.00	\$49.00	\$2.00	4.3
Highest amount received per month.....	57.00	59.00	2.00	3.5
Average amount received per month.....	54.00	56.00	2.00	3.7

The result of the arbitration award in the case of maintenance-of-way watchmen as shown below was an increase in the rates of pay of these employees ranging from 5 to 10 cents a day, the average increase on a percentage basis amounting to 4.4 per cent.

Amount and per cent of increase in rates of pay of maintenance-of-way watchmen as a result of the award of the board of arbitration.

	Rates before award.	Rates after award.	Increase.	
			Amount.	Per cent.
Lowest amount received per day of 12 hours.....	\$1.50	\$1.60	\$0.10	6.7
Highest amount received per day of 12 hours.....	1.70	1.75	.05	2.9
Average amount received per day of 12 hours.....	1.60	1.67	.07	4.4

The result of the arbitration award in the case of maintenance-of-way tinnners was an average increase of 1 cent an hour, or 3.3 per cent.

Amount and per cent of increase in rates of pay of maintenance-of-way tinnners as a result of the award of the board of arbitration.

	Rates before award.	Rates after award.	Increase.	
			Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Lowest amount received per hour.....	27.5	30.0	2.5	9.1
Highest amount received per hour.....	33.0	33.0	0.0	0.0
Average amount received per hour.....	30.0	31.0	1.0	3.3

The three tables next submitted show the amount and per cent of increase in the rates of pay of maintenance-of-way masons, carpenters, and painters as a result of the arbitration award. The rates of compensation of these employees were advanced 1 cent per hour, which was equivalent to an average increase of 2.8 per cent for masons, 3.6 per cent for carpenters, and 3.4 per cent for painters.

Amount and per cent of increase in rates of pay of maintenance-of-way masons as a result of the award of the board of arbitration.

	Rates before award.	Rates after award.	Increase.	
			Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Lowest amount received per hour.....	20.5	21.5	1.0	4.9
Highest amount received per hour.....	36.5	37.5	1.0	2.7
Average amount received per hour.....	28.5	29.5	1.0	3.5

Amount and per cent of increase in rates of pay of maintenance-of-way carpenters as a result of the award of the board of arbitration.

	Rates before award.	Rates after award.	Increase.	
			Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Lowest amount received per hour.....	21.5	22.5	1.0	4.7
Highest amount received per hour.....	27.5	28.5	1.0	3.6
Average amount received per hour.....	24.5	25.5	1.0	4.1

Amount and per cent of increase in rates of pay of maintenance-of-way painters as a result of the award of the board of arbitration.

	Rates before award.	Rates after award.	Increase.	
			Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Lowest amount received per hour.....	22.0	23.0	1.0	4.6
Highest amount received per hour.....	29.5	30.5	1.0	3.4
Average amount received per hour.....	26.0	27.0	1.0	3.9

The following table shows the changes in rates of pay as a result of the arbitration award of the various classes of unskilled and semiskilled laborers included in the movement. The minimum increase in the case of these employees was an advance of one-half a cent an hour as compared with a maximum increase of 1 cent per hour, these increases on a percentage basis ranging from 2.8 to 6.7 per cent.

Amount and per cent of increase in rates of pay of maintenance-of-way laborers as a result of the award of the board of arbitration.

	Rates before award.	Rates after award. ¹	Increase.	
			Amount.	Per cent.
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	
Lowest amount received per hour.....	15.0	16.0	1.0	6.7
Highest amount received per hour.....	18.0	18.5	.5	2.8
Average amount received per hour.....	16.8	17.5	.7	4.2

¹ Rates of pay for laborers when working overtime and on Sundays or legal holidays fixed at 5 cents per hour in addition to regular pay.

In the following table is shown the amount and per cent of increase awarded by the arbitration board in the rates of extra compensation allowed maintenance-of-way employees, of the classes designated, when engaged in certain specified branches of employment. The wage increases shown in this table amounted to an advance of 1 cent an hour, which was equivalent to an increase of 33½ per cent, with one exception in which the increase was 50 per cent.

Amount and per cent of increase in rates of extra compensation of maintenance-of-way employees as a result of the award of the board of arbitration.

	Rates before award.	Rates after award.	Increase.	
			Amount.	Per cent.
All mason foremen required to work at Durmid, Pepper, Pocahontas, Dingers, and Coleman tunnels and tunnels on Widemouth Branch.....	<i>Per hour.</i> \$0.03	<i>Per hour.</i> \$0.04	\$0.01	33.3
Carpenters, carpenter laborers, masons, mason helpers, and laborers while actually engaged in work in Durmid, Pepper, Pocahontas, Dingers, and Coleman tunnels and tunnels on Widemouth Branch.....	.03	.04	.01	33.3
Track laborers, while actually engaged in following-named tunnels: Lynchburg, Durmid, Montgomery, Pepper, Little Tom, Holbrook, Big Bull, Creagan, Keiser, Honaker, Pocahontas, Elkhorn, Hatfield, Dingers, and tunnels 1, 3, 4, 6, and 7 on Big Sandy and the tunnels on Widemouth Branch and between Vivian and Jaeger, including Dry Fork Branch.....	.02	.03	.01	50.0
Carpenters, when erecting or riveting steel bridge work, on spans of 40 feet or over.....	.03	.04	.01	33.3

XXVI.

AMALGAMATED ASSOCIATION OF THE AMERICAN STREET AND RAILWAY EMPLOYEES OF AMERICA AND THE YOUNGSTOWN & OHIO RIVER RAILROAD CO.: 1911.

These proceedings were held under an agreement to arbitrate certain questions in dispute between the Youngstown & Ohio River Railroad Co. and division No. 530 of Leetonia, Ohio, of the Amalgamated Association of the American Street and Railway Employees. This agreement was made on January 17, 1911.

W. A. O'Grady was selected by the association as its arbitrator.

Martin Ackerman was selected by the railroad company as its arbitrator.

These two failing to agree upon a third arbitrator, upon request, the presiding judge of the United States Commerce Court appointed William L. Chambers of Washington, D. C., as the third arbitrator.

The question submitted to arbitration was the alleged dismissal of two of the company's employees, A. J. Avery, conductor, and H. C. Martin, motorman, for failure to comply with a certain "Meet and report order," given to the said Avery and Martin on February 6, 1911. On the same day they were called to the offices of the general manager of the company, J. D. Dewees, and after a conference with him signed certain resignations which it was claimed on the part of Avery and Martin were signed because they were told by Mr. Dewees that they would be discharged if they were not signed; the company claimed that the resignations were a free, voluntary act on the part of the men.

The board of arbitrators convened at the Columbia Hotel, Leetonia, Ohio, at 10 a. m., March 10, 1911, and organized by the selection of William L. Chambers as chairman of the board.

The facts, as disclosed by the evidence submitted in the form of depositions, taken in the presence of the arbitrators, was substantially as follows:

On the morning of February 6, 1911, at 7.45 a. m., a train order was issued by the dispatcher of the Youngstown & Ohio River Railroad Co. to Conductor Avery and Motorman Martin of train No. 5, then ready to leave the depot at Leetonia for Salem. This order required this train to meet a train coming from Salem to Leetonia at Washingtonville Junction and to report to the dispatcher upon their arrival at Washingtonville Junction. Conductor Avery testified that he did not read that portion of the order which required him to report at Washingtonville Junction, but that he signed the same and admitted that the copy of the order in evidence bears his signature, and that the copy of the order handed to him at the time and which he had in his possession when he made the trip in question required a report to be made at Washingtonville Junction. The reason he gave for not reporting at Washingtonville Junction was that he did not know then that the order required him to do so. Upon his arrival at Salem the dispatcher at Leetonia asked Avery over the telephone why he did not report at Washingtonville Junction, to which he replied that he had no instructions to report there, but on examination of his order he discovered that it did require him to make such report. He immediately reported the matter to General

Manager Dewees, who was on the train coming from Salem, who at once told him that the matter was a serious one, and later in the day both Conductor Avery and Motorman Martin were called into the office of the general manager, who informed them that their failure to make the report was so serious that it could not be overlooked. A discussion of the subject followed, in which the men were informed that they would have to leave the service of the company, but they were told they would be allowed to resign. The men regarded this as the only alternative of a discharge, and promptly handed in their resignations in writing. Copies of these resignations were introduced in evidence.

The board of arbitrators rendered its decision in the case on March 13, 1911, which was as follows:

We are of opinion that the failure to report at Washingtonville Junction was a violation of the rules and a distinct failure to comply with the order and that the manager of the road unquestionably had the right which he exercised of administering discipline, and while dismissal from the service was the severest punishment he could impose he had the right to inflict it, and we think it would be a criticism on our part, which we do not feel justified in making, to say that the punishment was unduly severe. There was a heavy responsibility resting upon the manager in the premises but he knew there was a much heavier responsibility resting upon the company whose management was intrusted in his hands. His responsibility to the company was personal. He also owed a moral responsibility of the highest character to the public, but the responsibility of the company was not only moral but legal, and the manager knew that no action of his could relieve his employer, the company, from legal liability. If the retention of these men in the employ of the company should be followed by an accident, in which either property was destroyed or lives lost as a result of the failure on their part to comply with orders, there could be no possible excuse from public censure and legal liability for damages, aggravated by the action of the company in retaining them in its employ; so that Manager Dewees was justified in the discipline administered equally on the ground of his personal responsibility to the company, his moral responsibility to the public, and as the representative of the company itself, and we do not think we would be justified in requiring the reinstatement of the men. So far as this feature of the matter is concerned we are of the opinion that the company should determine its own course, but if the company should conclude to reinstate the men, such reinstatement within 60 days from the date of their resignation would not contravene the spirit of this decision.

The decision of the board, as above quoted, was signed by arbitrators William L. Chambers and Martin Ackerman. Arbitrator W. A. O'Grady dissented and filed a dissenting opinion.

XXVII.

APPENDIX A.

FEDERAL LEGISLATION RELATIVE TO THE MEDIATION AND ARBITRATION OF RAILWAY LABOR DISPUTES.

I.

[PUBLIC—No. 6.]

[S. 2517.]

AN ACT Providing for mediation, conciliation, and arbitration in controversies between certain employers and their employees.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the provisions of this act shall apply to any common carrier or carriers and their officers, agents, and employees, except masters of vessels and seamen, as defined in section forty-six hundred and twelve, Revised Statutes of the United States, engaged in the transportation of passengers or property wholly by railroad, or partly by railroad and partly by water, for a continuous carriage or shipment from one State or Territory of the United States or the District of Columbia to any other State or Territory of the United States or the District of Columbia, or from any place in the United States to an adjacent foreign country, or from any place in the United States through a foreign country to any other place in the United States.

The term "railroad" as used in this act shall include all bridges and ferries used or operated in connection with any railroad, and also all the road in use by any corporation operating a railroad, whether owned or operated under a contract, agreement, or lease; and the term "transportation" shall include all instrumentalities of shipment or carriage.

The term "employees" as used in this act shall include all persons actually engaged in any capacity in train operation or train service of any description, and notwithstanding that the cars upon or in which they are employed may be held and operated by the carrier under lease or other contract: *Provided, however,* That this act shall not be held to apply to employees of street railroads and shall apply only to employees engaged in railroad train service. In every such case the carrier shall be responsible for the acts and defaults of such employees in the same manner and to the same extent as if said cars were owned by it and said employees directly employed by it, and any provisions to the contrary of any such lease or other contract shall be binding only as between the parties thereto and shall not affect the obligations of said carrier either to the public or to the private parties concerned.

A common carrier subject to the provisions of this act is hereinafter referred to as an "employer," and the employees of one or more of such carriers are hereinafter referred to as "employees."

SEC. 2. That whenever a controversy concerning wages, hours of labor, or conditions of employment shall arise between an employer or employers and employees subject to this act interrupting or threatening to interrupt the business of said employer or employers to the serious detriment of the public interest, either party to such controversy may apply to the Board of Mediation and Conciliation created by this act and invoke its services for the purpose of bringing about an amicable adjustment of the controversy; and upon the request of either party the said board shall with all practicable expedition put itself in communication with the parties to such controversy and shall use its best efforts, by mediation and conciliation, to bring them to an agreement; and if such efforts to bring about an amicable adjustment through mediation and conciliation shall be unsuccessful, the said board shall at once endeavor to induce the parties to submit their controversy to arbitration in accordance with the provisions of this act.

In any case in which an interruption of traffic is imminent and fraught with serious detriment to the public interest, the Board of Mediation and Conciliation may, if in its judgment such action seem desirable, proffer its services to the respective parties to the controversy.

In any case in which a controversy arises over the meaning or the application of any agreement reached through mediation under the provisions of this act either party to the said agreement may apply to the Board of Mediation and Conciliation or an expression of opinion from such board as to the meaning or application of such agreement and the said board shall upon receipt of such request give its opinion as soon as may be practicable.

SEC. 3. That whenever a controversy shall arise between an employer or employers and employees subject to this act, which can not be settled through mediation and conciliation in the manner provided in the preceding section, such controversy may be submitted to the arbitration of a board of six, or, if the parties to the controversy prefer so to stipulate, to a board of three persons, which board shall be chosen in the following manner: In the case of a board of three, the employer or employers and the employees, parties respectively to the agreement to arbitrate, shall each name one arbitrator; and the two arbitrators thus chosen shall select the third arbitrator; but in the event of their failure to name the third arbitrator within five days after their first meeting, such third arbitrator shall be named by the Board of Mediation and Conciliation. In the case of a board of six, the employer or employers and the employees, parties respectively to the agreement to arbitrate, shall each name two arbitrators, and the four arbitrators thus chosen shall, by a majority vote, select the remaining two arbitrators; but in the event of their failure to name the two arbitrators within fifteen days after their first meeting the said two arbitrators, or as many of them as have not been named, shall be named by the Board of Mediation and Conciliation.

In the event that the employees engaged in any given controversy are not members of a labor organization, such employees may select a committee which shall have the right to name the arbitrator, or the arbitrators, who are to be named by the employees as provided above in this section.

SEC. 4. That the agreement to arbitrate—

First. Shall be in writing;

Second. Shall stipulate that the arbitration is had under the provisions of this act;

Third. Shall state whether the board of arbitration is to consist of three or six members;

Fourth. Shall be signed by duly accredited representatives of the employer or employers and of the employees;

Fifth. Shall state specifically the questions to be submitted to the said board for decision;

Sixth. Shall stipulate that a majority of said board shall be competent to make a valid and binding award;

Seventh. Shall fix a period from the date of the appointment of the arbitrator or arbitrators necessary to complete the board, as provided for in the agreement, within which the said board shall commence its hearings;

Eighth. Shall fix a period from the beginning of the hearings within which the said board shall make and file its award: *Provided*, That this period shall be thirty days unless a different period be agreed to;

Ninth. Shall provide for the date from which the award shall become effective and shall fix the period during which the said award shall continue in force;

Tenth. Shall provide that the respective parties to the award will each faithfully execute the same;

Eleventh. Shall provide that the award and the papers and proceedings, including the testimony relating thereto, certified under the hands of the arbitrators, and which shall have the force and effect of a bill of exceptions, shall be filed in the clerk's office of the district court of the United States for the district wherein the controversy arises or the arbitration is entered into, and shall be final and conclusive upon the parties to the agreement unless set aside for error of law apparent on the record;

Twelfth. May also provide that any difference arising as to the meaning or the application of the provisions of an award made by a board of arbitration shall be referred back to the same board or to a subcommittee of such board for a ruling, which ruling shall have the same force and effect as the original award; and if any member of the original board is unable or unwilling to serve, another arbitrator shall be named in the same manner as such original member was named.

SEC. 5. That for the purposes of this act the arbitrators herein provided for, or either of them, shall have power to administer oaths and affirmations, sign subpoenas, require the attendance and testimony of witnesses, and the production of such books, papers, contracts, agreements, and documents material to a just determination of the matters under investigation as may be ordered by the court; and may invoke the aid of the United States courts to compel witnesses to attend and testify and to produce such books, papers, contracts, agreements, and documents to the same extent and under the same conditions and penalties as is provided for in the act to regulate commerce, approved February fourth, eighteen hundred and eighty-seven, and the amendments thereto.

SEC. 6. That every agreement of arbitration under this act shall be acknowledged by the parties thereto before a notary public or a clerk of the district or the circuit court of appeals of the United States, or before a member of the Board of Mediation and Conciliation, the members of which are hereby authorized to take such acknowledgments; and when so acknowledged shall be delivered to a member of said board or transmitted to said board to be filed in its office.

When such agreement of arbitration has been filed with the said board, or one of its members, and when the said board, or a member thereof, has been furnished the names of the arbitrators chosen by the respective parties to the controversy, the board, or a member thereof, shall cause a notice in writing to be served upon the said arbitrators, notifying them of their appointment, requesting them to meet promptly to name the remaining arbitrator or arbitrators necessary to complete the board, and advising them of the period within which, as provided in the agreement of arbitration, they are empowered to name such arbitrator or arbitrators.

When the arbitrators selected by the respective parties have agreed upon the remaining arbitrator or arbitrators, they shall notify the Board of Mediation and Conciliation; and in the event of their failure to agree upon any or upon all of the necessary arbitrators within the period fixed by this act they shall, at the expiration of such period, notify the Board of Mediation and Conciliation of the arbitrators selected, if any, or of their failure to make or to complete such selection.

If the parties to an arbitration desire the reconvening of a board to pass upon any controversy arising over the meaning or application of an award, they shall jointly so notify the Board of Mediation and Conciliation, and shall state in such written notice the question or questions to be submitted to such reconvened board. The Board of Mediation and Conciliation shall thereupon promptly communicate with the members of the board of arbitration or a subcommittee of such board appointed for such purpose pursuant to the provisions of the agreement of arbitration, and arrange for the reconvening of said board or subcommittee, and shall notify the respective parties to the controversy of the time and place at which the board will meet for hearings upon the matters in controversy to be submitted to it.

SEC. 7. That the board of arbitration shall organize and select its own chairman and make all necessary rules for conducting its hearings; but in its award or awards the said board shall confine itself to findings or recommendations as to the questions specifically submitted to it or matters directly bearing thereon. All testimony before said board shall be given under oath or affirmation, and any member of the board of arbitration shall have the power to administer oaths or affirmations. It may employ such assistants as may be necessary in carrying on its work. It shall, whenever practicable, be supplied with suitable quarters in any Federal building located at its place of meeting or at any place where the board may adjourn for its deliberations. The board of arbitration shall furnish a certified copy of its awards to the respective parties to the controversy, and shall transmit the original, together with the papers and proceedings and a transcript of the testimony taken at the hearings, certified under the hands of the arbitrators, to the clerk of the district court of the United States for the district wherein the controversy arose or the arbitration is entered into, to be filed in said clerk's office as provided in paragraph eleven of section four of this act. And said board shall also furnish a certified copy of its award, and the papers and proceedings, including the testimony relating thereto, to the Board of Mediation and Conciliation, to be filed in its office.

The United States Commerce Court, the Interstate Commerce Commission, and the Bureau of Labor Statistics are hereby authorized to turn over to the Board of Mediation and Conciliation upon its request any papers and documents heretofore filed with them and bearing upon mediation or arbitration proceedings held under the provisions of the act approved June first, eighteen hundred and ninety-eight, providing for mediation and arbitration.

SEC. 8. That the award, being filed in the clerk's office of a district court of the United States as hereinbefore provided, shall go into practical operation, and judgment shall be entered thereon accordingly at the expiration of ten days from such filing, unless within such ten days either party shall file exceptions thereto for matter of law apparent upon the record, in which case said award shall go into practical operation, and judgment be entered accordingly, when such exceptions shall have been finally disposed of either by said district court or on appeal therefrom.

At the expiration of ten days from the decision of the district court upon exceptions taken to said award as aforesaid judgment shall be entered in accordance with said decision, unless during said ten days either party shall appeal therefrom to the circuit court of appeals. In such case only such portion of the record shall be transmitted to the appellate court as is necessary to the proper understanding and consideration of the questions of law presented by said exceptions and to be decided.

The determination of said circuit court of appeals upon said questions shall be final, and, being certified by the clerk thereof to said district court, judgment pursuant thereto shall thereupon be entered by said district court.

If exceptions to an award are finally sustained, judgment shall be entered setting aside the award in whole or in part; but in such case the parties may agree upon a judgment to be entered disposing of the subject matter of the controversy, which judgment when entered shall have the same force and effect as judgment entered upon an award.

Nothing in this act contained shall be construed to require an employee to render personal service without his consent, and no injunction or other legal process shall be issued which shall compel the performance by any employee against his will of a contract for personal labor or service.

SEC. 9. That whenever receivers appointed by a Federal court are in the possession and control of the business of employers covered by this act the employees of such employers shall have the right to be heard through their representatives in such court upon all questions affecting the terms and conditions of their employment, and no reduction of wages shall be made by such receivers without the authority of the court therefor, after notice to such employees, said notice to be given not less than twenty days before the hearing upon the receivers' petition or application, and to be posted upon all customary bulletin boards along or upon the railway or in the customary places on the premises of other employers covered by this act.

SEC. 10. That each member of the board of arbitration created under the provisions of this act shall receive such compensation as may be fixed by the Board of Mediation and Conciliation, together with his traveling and other necessary expenses. The sum of \$25,000, or so much thereof as may be necessary, is hereby appropriated, to be immediately available and to continue available until the close of the fiscal year ending June thirtieth, nineteen hundred and fourteen, for the necessary and proper expenses incurred in connection with any arbitration or with the carrying on of the work of mediation and conciliation, including per diem, traveling, and other necessary expenses of members or employees of boards of arbitration and rent in the District of Columbia, furniture, office fixtures and supplies, books, salaries, traveling expenses, and other necessary expenses of members or employees of the Board of Mediation and Conciliation, to be approved by the chairman of said board and audited by the proper accounting officers of the Treasury.

SEC. 11. There shall be a Commissioner of Mediation and Conciliation, who shall be appointed by the President, by and with the advice and consent of the Senate, and whose salary shall be \$7,500 per annum, who shall hold his office for a term of seven years and until a successor qualifies, and who shall be removable by the President only for misconduct in office. The President shall also designate not more than two other officials of the Government who have been appointed by and with the advice and consent of the Senate, and the officials thus designated, together with the Commissioner of Mediation and Conciliation, shall constitute a board to be known as the United States Board of Mediation and Conciliation.

There shall also be an Assistant Commissioner of Mediation and Conciliation, who shall be appointed by the President, by and with the advice and consent of the Senate, and whose salary shall be \$5,000 per annum. In the absence of the Commissioner of Mediation and Conciliation, or when that office shall become vacant, the assistant commissioner shall exercise the functions and perform the duties of that office. Under the direction of the Commissioner of Mediation and Conciliation, the assistant commissioner shall assist in the work of mediation and conciliation, and when acting alone in any case he shall have the right to take acknowledgments, receive agreements of arbitration, and cause the notices in writing to be served upon the arbitrators chosen by the respective parties to the controversy, as provided for in section five of this act.

The act of June first, eighteen hundred and ninety-eight, relating to the mediation and arbitration of controversies between railway companies and certain classes of their employees is hereby repealed: *Provided*, That any agreement of arbitration which, at the time of the passage of this act, shall have been executed in accordance with the provisions of said act of June first, eighteen hundred and ninety-eight, shall be governed by the provisions of said act of June first, eighteen hundred and ninety-eight, and the proceedings thereunder shall be conducted in accordance with the provisions of said act.

Approved, July 15, 1913.

II.

[PUBLIC—No. 115.]

AN ACT Concerning carriers engaged in interstate commerce and their employees.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the provisions of this act shall apply to any common carrier or carriers and their officers, agents, and employees, except masters of vessels and seamen, as defined in section forty-six hundred and twelve, Revised Statutes of the United States, engaged in the transportation of passengers or property wholly by railroad, or partly by railroad and partly by water, for a continuous carriage or shipment, from one State or Territory of the United States, or the District of Columbia, to any other State or Territory of the United States, or the District of Columbia, or from any place in the United States to an adjacent foreign country, or from any place in the United States through a foreign country to any other place in the United States.

The term "railroad" as used in this act shall include all bridges and ferries used or operated in connection with any railroad, and also all the road in use by any corporation operating a railroad, whether owned or operated under a contract, agreement, or lease; and the term "transportation" shall include all instrumentalities of shipment or carriage.

The term "employees" as used in this act shall include all persons actually engaged in any capacity in train operation or train service of any description, and notwithstanding that the cars upon or in which they are employed may be held and operated by the carrier under lease or other contract: *Provided, however,* That this act shall not be held to apply to employees of street railroads and shall apply only to employees engaged in railroad train service. In every such case the carrier shall be responsible for the acts and defaults of such employees in the same manner and to the same extent as if said cars were owned by it and said employees directly employed by it, and any provisions to the contrary of any such lease or other contract shall be binding only as between the parties thereto and shall not affect the obligations of said carrier either to the public or to the private parties concerned.

SEC. 2. That whenever a controversy concerning wages, hours of labor, or conditions of employment shall arise between a carrier subject to this act and the employees of such carrier, seriously interrupting or threatening to interrupt the business of said carrier, the chairman of the Interstate Commerce Commission and the Commissioner of Labor shall, upon the request of either party to the controversy, with all practicable expedition, put themselves in communication with the parties to such controversy, and shall use their best efforts, by mediation and conciliation, to amicably settle the same; and if such efforts shall be unsuccessful, shall at once endeavor to bring about an arbitration of said controversy in accordance with the provisions of this act.

SEC. 3. That whenever a controversy shall arise between a carrier subject to this act and the employees of such carrier which can not be settled by mediation and conciliation in the manner provided in the preceding section, said controversy may be submitted to the arbitration of a board of three persons, who shall be chosen in the manner following: One shall be named by the carrier or employer directly interested; the other shall be named by the labor organization to which the employees directly interested belong, or, if they belong to more than one, by that one of them which specially represents employees of the same grade and class and engaged in services of the same nature as said employees so directly interested: *Provided, however,* That when a controversy involves and affects the interests of two or more classes and grades of employees belonging to different labor organizations, such arbitrator shall be agreed upon and designated by the concurrent action of all such labor organizations; and in cases where the majority of such employees are not members of any labor organization, said employees may by a majority vote select a committee of their own number, which committee shall have the right to select the arbitrator on behalf of said employees. The two thus chosen shall select the third commissioner of arbitration; but, in the event of their failure to name such arbitrator within five days after their first meeting, the third arbitrator shall be named by the commissioners named in the preceding section. A majority of said arbitrators shall be competent to make a valid and binding award under the provisions hereof. The submission shall be in writing, shall be signed by the employer and by the labor organization representing the employees, shall specify the time and place of meeting of said board of arbitration, shall state the questions to be decided, and shall contain appropriate provisions by which the respective parties shall stipulate, as follows:

First. That the board of arbitration shall commence their hearings within ten days from the date of the appointment of the third arbitrator, and shall find and file their award, as provided in this section, within thirty days from the date of the appointment of the third arbitrator; and that pending the arbitration the status existing immediately prior to the dispute shall not be changed: *Provided,* That no employee shall be compelled to render personal service without his consent.

Second. That the award and the papers and proceedings, including the testimony relating thereto certified under the hands of the arbitrators and which shall have the force and effect of a bill of exceptions, shall be filed in the clerk's office of the circuit court of the United States for the district wherein the controversy arises or the arbitration is entered into, and shall be final and conclusive upon both parties, unless set aside for error of law apparent on the record.

Third. That the respective parties to the award will each faithfully execute the same, and that the same may be specifically enforced in equity so far as the powers of a court of equity permit: *Provided,* That no injunction or other legal process shall be issued which shall compel the performance by any laborer against his will of a contract for personal labor or service.

Fourth. That employees dissatisfied with the award shall not by reason of such dissatisfaction quit the service of the employer before the expiration of three months from and after the making of such award without giving thirty days' notice in writing of their intention so to quit. Nor shall the employer dissatisfied with such award dismiss any employee or employees on account of such dissatisfaction before the expiration of three months from and after the making of such award without giving thirty days' notice in writing of his intention so to discharge.

Fifth. That said award shall continue in force as between the parties thereto for the period of one year after the same shall go into practical operation, and no new arbitration upon the same subject between the same employer and the same class of employees shall be had until the expiration of said one year if the award is not set aside as provided in section four. That as to individual employees not belonging to the labor organization or organizations which shall enter into the arbitration, the said arbitration and the award made therein shall not be binding, unless the said individual employees shall give assent in writing to become parties to said arbitration.

SEC. 4. That the award being filed in the clerk's office of a circuit court of the United States, as hereinbefore provided, shall go into practical operation, and judgment shall be entered thereon accordingly at the expiration of ten days from such filing, unless within such ten days either party shall file exceptions thereto for matter of law apparent upon the record, in which case said award shall go into practical operation and judgment be entered, accordingly when such exceptions shall have been finally disposed of either by said circuit court or on appeal therefrom.

At the expiration of ten days from the decision of the circuit court upon exceptions taken to said award, as aforesaid, judgment shall be entered in accordance with said decision unless during said ten days either party shall appeal therefrom to the circuit court of appeals. In such case only such portion of the record shall be transmitted to the appellate court as is necessary to the proper understanding and consideration of the questions of law presented by said exceptions and to be decided.

The determination of said circuit court of appeals upon said questions shall be final, and being certified by the clerk thereof to said circuit court, judgment pursuant thereto shall thereupon be entered by said circuit court.

If exceptions to an award are finally sustained, judgment shall be entered setting aside the award. But in such case the parties may agree upon a judgment to be entered disposing of the subject matter of the controversy, which judgment when entered shall have the same force and effect as judgment entered upon an award.

SEC. 5. That for the purposes of this act the arbitrators herein provided for, or either of them, shall have power to administer oaths and affirmations, sign subpoenas, require the attendance and testimony of witnesses, and the production of such books, papers, contracts, agreements, and documents material to a just determination of the matters under investigation as may be ordered by the court; and may invoke the aid of the United States courts to compel witnesses to attend and testify and to produce such books, papers, contracts, agreements and documents to the same extent and under the same conditions and penalties as is provided for in the act to regulate commerce, approved February fourth, eighteen hundred and eighty-seven, and the amendments thereto.

SEC. 6. That every agreement of arbitration under this act shall be acknowledged by the parties before a notary public or clerk of a district or circuit court of the United States, and when so acknowledged a copy of the same shall be transmitted to the chairman of the Interstate Commerce Commission, who shall file the same in the office of said commission.

Any agreement of arbitration which shall be entered into conforming to this act, except that it shall be executed by employees individually instead of by a labor organization as their representative, shall, when duly acknowledged as herein provided, be transmitted to the chairman of the Interstate Commerce Commission, who shall cause a notice in writing to be served upon the arbitrators, fixing a time and place for a meeting of said board, which shall be within fifteen days from the execution of said agreement of arbitration: *Provided, however,* That the said chairman of the Interstate Commerce Commission shall decline to call a meeting of arbitrators under such agreement unless it be shown to his satisfaction that the employees signing the submission represent or include a majority of all employees in the service of the same employer and of the same grade and class, and that an award pursuant to said submission can justly be regarded as binding upon all such employees.

SEC. 7. That during the pendency of arbitration under this act it shall not be lawful for the employer, party to such arbitration, to discharge the employees, parties thereto, except for inefficiency, violation of law, or neglect of duty; nor for the organization representing such employees to order, nor for the employees to unite in, aid, or abet, strikes against said employer; nor, during a period of three months after an award under such an arbitration, for such employer to discharge any such employees, except for the causes aforesaid, without giving thirty days' written notice of an intent so to

discharge; nor for any of such employees, during a like period, to quit the service of said employer without just cause, without giving to said employer thirty days' written notice of an intent so to do; nor for such organization representing such employees to order, counsel, or advise otherwise. Any violation of this section shall subject the offending party to liability for damages: *Provided*, That nothing herein contained shall be construed to prevent any employer, party to such arbitration, from reducing the number of its or his employees whenever in its or his judgment business necessities require such reduction.

SEC. 8. That in every incorporation under the provisions of chapter five hundred and sixty-seven of the United States Statutes of eighteen hundred and eighty-five and eighteen hundred and eighty-six it must be provided in the articles of incorporation and in the constitution, rules, and by-laws that a member shall cease to be such by participating in or by instigating force or violence against persons or property during strikes, lockouts, or boycotts, or by seeking to prevent others from working through violence, threats, or intimidations. Members of such incorporations shall not be personally liable for the acts, debts, or obligations of the corporations, nor shall such corporations be liable for the acts of members or others in violation of law; and such corporations may appear by designated representatives before the board created by this act, or in any suits or proceedings for or against such corporations or their members in any of the Federal courts.

SEC. 9. That whenever receivers appointed by Federal courts are in the possession and control of railroads, the employees upon such railroads shall have the right to be heard in such courts upon all questions affecting the terms and conditions of their employment, through the officers and representatives of their associations, whether incorporated or unincorporated, and no reduction of wages shall be made by such receivers without the authority of the court therefor upon notice to such employees, said notice to be not less than twenty days before the hearing upon the receivers' petition or application, and to be posted upon all customary bulletin boards along or upon the railway operated by such receiver or receivers.

SEC. 10. That any employer subject to the provisions of this act, and any officer, agent, or receiver of such employer who shall require any employee, or any person seeking employment, as a condition of such employment, to enter into an agreement, either written or verbal, not to become or remain a member of any labor corporation, association, or organization; or shall threaten any employee with loss of employment, or shall unjustly discriminate against any employee because of his membership in such a labor corporation, association, or organization; or who shall require any employee or any person seeking employment, as a condition of such employment, to enter into a contract whereby such employee or applicant for employment shall agree to contribute to any fund for charitable, social, or beneficial purposes; to release such employer from legal liability for any personal injury by reason of any benefit received from such fund beyond the proportion of the benefit arising from the employer's contribution to such fund; or who shall, after having discharged an employee, attempt or conspire to prevent such employee from obtaining employment, or who shall, after the quitting of an employee, attempt or conspire to prevent such employee from obtaining employment, is hereby declared to be guilty of a misdemeanor, and, upon conviction thereof in any court of the United States of competent jurisdiction in the district in which such offense was committed, shall be punished for each offense by a fine of not less than one hundred dollars and not more than one thousand dollars.

SEC. 11. That each member of said board of arbitration shall receive a compensation of ten dollars per day for the time he is actually employed, and his traveling and other necessary expenses; and a sum of money sufficient to pay the same, together with the traveling and other necessary and proper expenses of any conciliation or arbitration had hereunder, not to exceed ten thousand dollars in any one year, to be approved by the chairman of the Interstate Commerce Commission and audited by the proper accounting officers of the Treasury, is hereby appropriated for the fiscal years ending June thirtieth, eighteen hundred and ninety-eight, and June thirtieth, eighteen hundred and ninety-nine, out of any money in the Treasury not otherwise appropriated.

SEC. 12. That the act to create boards of arbitration or commission for settling controversies and differences between railroad corporations and other common carriers engaged in interstate or territorial transportation of property or persons and their employees, approved October first, eighteen hundred and eighty-eight, is hereby repealed.

Approved, June 1, 1898.

III.

Act of March 4, 1911, 36 Statutes, 1397.

The President of the United States from and after the passage of this act is authorized to designate from time to time any member of the Interstate Commerce Com-

mission or of the Court of Commerce to exercise the powers conferred and the duties imposed upon the chairman of the Interstate Commerce Commission by the provisions of the "Act concerning carriers engaged in interstate commerce and their employees," approved June first, eighteen hundred and ninety-eight; and the member so designated, during the period for which he is designated, shall have the powers now conferred by said act on the chairman of the Interstate Commerce Commission.

IV.

ACT CONCERNING ARBITRATION OF CONTROVERSIES BETWEEN CARRIERS ENGAGED IN INTERSTATE COMMERCE AND THEIR EMPLOYEES.

Act of October 1, 1888. Acts of 1887-88.—Chapter 1063

SECTION 1. Whenever differences or controversies arise between railroad or other transportation companies engaged in the transportation of property or passengers between two or more States of the United States, between a Territory and State, within the Territories of the United States, or within the District of Columbia, and the employees of said railroad companies, which differences or controversies may hinder, impede, obstruct, interrupt, or affect such transportation of property or passengers, if, upon the written proposition of either party to the controversy to submit their differences to arbitration, the other party shall accept the proposition, then and in such event the railroad company is hereby authorized to select and appoint one person, and such employee or employees, as the case may be, to select and appoint another person, and the two persons thus selected and appointed to select a third person, all three of whom shall be citizens of the United States and wholly impartial and disinterested in respect to such differences or controversies; and the three persons thus selected and appointed shall be, and they are hereby, created and constituted a board of arbitration, with the duties, powers, and privileges hereinafter set forth.

SEC. 2. The board of arbitration provided for in the first section of this act shall possess all the powers and authority in respect to administering oaths, subpoenaing witnesses and compelling their attendance, preserving order during the sittings of the board, and requiring the production of papers and writings relating alone to the subject under investigation now possessed and belonging to the United States commissioners appointed by the circuit court of the United States; but in no case shall any witness be compelled to disclose the secrets or produce the records or proceedings of any labor organization of which he may be an officer or member; and said board of arbitration may appoint a clerk and employ a stenographer, and prescribe all reasonable rules and regulations, not inconsistent with the provisions of this act, looking to the speedy advancement of the differences and controversies submitted to them to a conclusion and determination. Each of said arbitrators shall take an oath to honestly, fairly, and faithfully perform his duties, and that he is not personally interested in the subject matter in controversy, which oath may be administered by any State or Territorial officer authorized to administer oaths. The third person so selected and appointed as aforesaid shall be president of said board; any order, finding, conclusion, or award made by the majority of such arbitrators shall be of the same force and effect as if all three of such arbitrators concurred therein or united in making the same.

SEC. 3. It shall be the duty of the said board of arbitration, immediately upon their selection, to organize at the nearest practicable point to the place of the origin of the difficulty or controversy, and to hear and determine the matters of difference which may be submitted to them in writing by all the parties, giving them full opportunity to be heard on oath, in person and by witnesses, and also granting them the right to be represented by counsel; and after concluding its investigations said board shall publicly announce its decision, which, with the findings of fact upon which it is based, shall be reduced to writing and signed by the arbitrators concurring therein, and, together with the testimony taken in the case, shall be filed with the Commissioner of Labor of the United States, who shall make such decision public as soon as the same shall have been received by him.

SEC. 4. It shall be the right of any employees engaged in the controversy to appoint, by designation in writing, one or more persons to act for them in the selection of an arbitrator to represent them upon the board of arbitration.

SEC. 5. Each member of said tribunal of arbitration shall receive a compensation of ten dollars a day for the time actually employed. That the clerk appointed by said tribunal of arbitration shall receive the same fees and compensation as clerks of United States circuit courts and district courts receive for like services. The stenographer shall receive as full compensation for his services ten cents for each folio of an hundred words of testimony taken and reduced to writing before said

arbitrators. United States marshals or other persons serving the process of said tribunal of arbitration shall receive the same fees and compensation for such services as they would receive for like services upon process issued by United States commissioners. Witnesses attending before said tribunal of arbitration shall receive the same fees as witnesses attending before United States commissioners. All of said fees and compensation shall be payable by the United States in like manner as fees and compensation are payable in criminal causes under existing laws: *Provided*, That the said tribunal of arbitration shall have power to limit the number of witnesses in each case where fees shall be paid by the United States: *And provided further*, That the fees and compensation of the arbitrators, clerks, stenographers, marshals, and others for service of process, and witnesses under this act shall be examined and certified by the United States district judge of the district in which the arbitration is held before they are presented to the accounting officers of the Treasury Department for settlement, and shall then be subject to the provisions of section eight hundred and forty-six of the Revised Statutes of the United States; and a sufficient sum of money to pay all expenses under this act and to carry the same into effect is hereby appropriated out of any money in the Treasury not otherwise appropriated: *And provided likewise*, Not more than five thousand dollars shall be expended in defraying the costs of any single investigation by the commission hereinafter provided for.

SEC. 6. The President may select two commissioners, one of whom at least shall be a resident of the State or Territory in which the controversy arises, who, together with the Commissioner of Labor, shall constitute a temporary commission for the purpose of examining the causes of the controversy, the conditions accompanying and the best means for adjusting it, the result of which examination shall be immediately reported to the President and Congress, and on the rendering of such report the services of the two commissioners shall cease. The services of the commission, to be ordered at the time by the President and constituted as herein provided, may be tendered by the President for the purpose of settling a controversy such as contemplated, either upon his own motion, or upon the application of one of the parties to the controversy, or upon the application of the executive of the State.

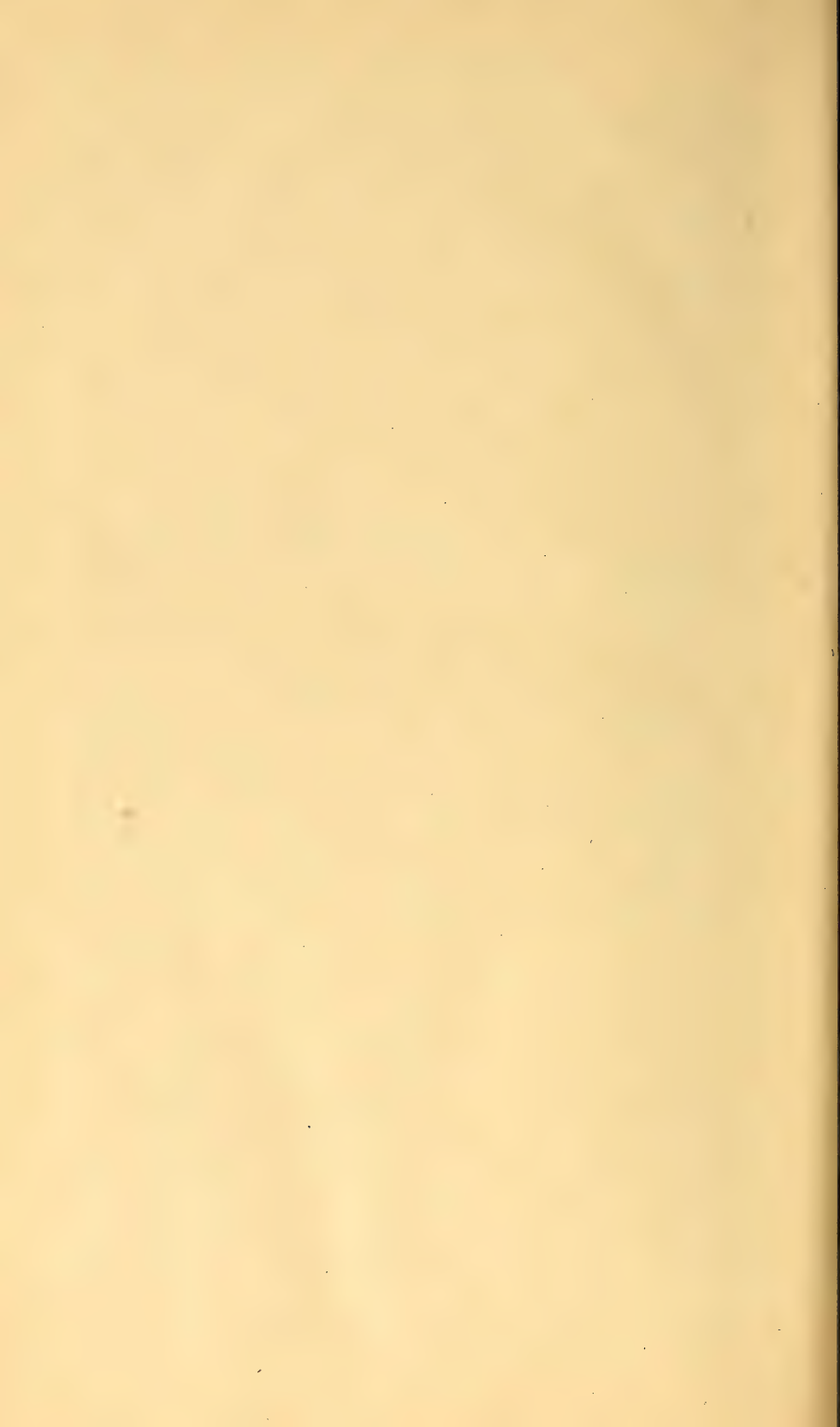
SEC. 7. The commissioners provided in the preceding section shall be entitled to receive ten dollars each per day for each day's service rendered, and the expenses absolutely incurred in the performance of their duties; and the expenses of the Commissioner of Labor, acting as one of the commission, shall also be reimbursed to him. Such compensation and expenses shall be paid by the Treasurer of the United States, on proper vouchers, certified to by the Commissioner of Labor and approved by the Secretary of the Interior.

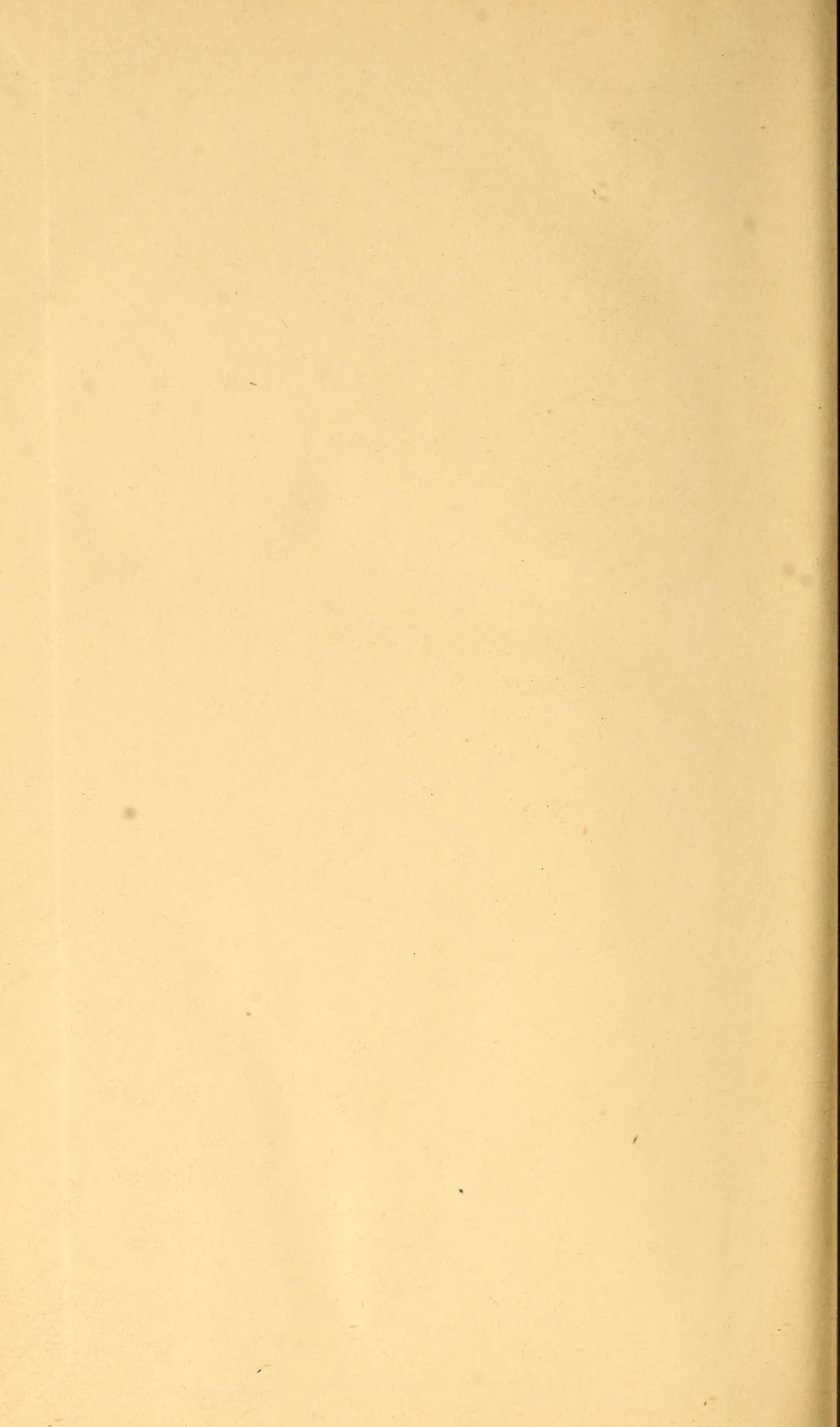
SEC. 8. Upon the direction of the President, as hereinbefore provided, the commission shall visit the locality of the pending dispute, and shall have all the powers and authority given in section two, to a board of arbitration, and shall make careful inquiry into the cause thereof, hear all persons interested therein who may come before it, advise the respective parties what, if anything, ought to be done or submitted to either or both to adjust such dispute, and make a written decision thereof. This decision shall at once be made public, shall be recorded upon proper books of record to be kept in the office of the Commissioner of Labor, who shall cause a copy thereof to be filed with the Secretary of the State or Territory, or States or Territories, in which the controversy exists.

SEC. 9. In each case the commissioners who may be selected as provided shall, before entering upon their duties, be sworn to the faithful discharge thereof. The Commissioner of Labor shall be chairman ex officio of the commission, and may appoint one or more clerks or stenographers to act in each controversy only, which clerks or stenographers shall be compensated at a rate not exceeding six dollars per day each, and actual expenses incurred shall be reimbursed.

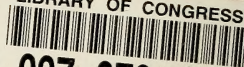
SEC. 10. The Commissioner of Labor shall, as soon as possible after the passage of this act, establish such rules of procedure as shall be approved by the President; but the commission shall permit each party to a controversy to appear in person or by counsel and to examine and cross-examine witnesses. All its proceedings shall be transacted in public, except when in consultation for the purpose of deciding upon the evidence and arguments laid before it. The chairman of the commission is hereby authorized to administer oaths to witnesses in all investigations conducted by the commission, and such witnesses shall be subpoenaed in the same manner as witnesses are subpoenaed to appear before United States courts and commissioners, and they shall each receive the same fees as witnesses attending before United States commissioners: *Provided*, That said temporary board of commissioners shall have the power to limit the number of witnesses in each case where fees shall be paid by the United States.

SEC. 11. All fees, expenses, and compensations of this commission shall be paid as hereinbefore provided in section five of this act.





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